Intent/Purpose	To establish a policy governing Good Character for the College of Naturopaths of Ontario.	
Definitions	Applicant	Means, an individual who has made a formal application to the College for a Certificate of Registration.
	Chief Executive Officer (CEO)	Means, the individual appointed by the Council of the College pursuant to section 9(2) of the Health Professions Procedural Code which is Schedule 2 of the *Regulated Health Professions Act, 1991* and who performs the duties assigned to the position of Registrar under the Act, the Code, the *Naturopathy Act, 2007* and the regulations made thereunder.
	The Code	Means, the Health Professions Procedural Code, which is Schedule 2 to the *Regulated Health Professions Act, 1991.*
	Good Character	Means, personal characteristics, including, but not limited to, ethical strength, integrity, honesty, respect for and consideration of others, respect for the law and legitimate authority, responsibility and accountability, fairness, and open-mindedness.
	Registrant	Means, an individual, as defined in section 1(1) of the Health Professions Procedural Code.
	Registration Committee	Means, the statutory committee of the College responsible for all Registration matters referred to it by the CEO, and the imposition of terms, conditions or limitations on certificates of registration as deemed necessary in accordance with the Health Professions Procedural Code.
	Registration Regulation	Means, Ontario Regulation 84/14 as amended from time to time.
	Supporting Documentation	Means, official records provided by a court, tribunal, educational institution, licensing or regulating body, or other government sanctioned organization which provides details surrounding, and the outcome of, an event.
General	Good Character Requirement	As a condition of registration, Applicants and Registrants are required to satisfy certain provisions in the Registration Regulation known collectively as the “Good Character” requirement.
	Purpose	The purpose of the Good Character requirement is to protect the public through the maintenance of high ethical standards and ensuring Applicants for registration and Registrants of the College meet those standards.
	Regulation, as it applies to Applicants	Subsections 3(1) and 3(2) of the Registration Regulation require than an Applicant satisfy the following requirements for issuance of a certificate of registration:

1. At the time of application, the Applicant must provide written details about any of the following that relate to the Applicant and, where any of the following change with respect to the Applicant after submitting the application but before the issuance of a certificate, the Applicant must immediately provide written details with respect to the change:
    i. A finding of guilt for any of the following:
        A. A criminal offence.
        B. An offence resulting in either imprisonment or a fine greater than $1,000.
    ii. A finding of professional misconduct, incompetence or incapacity, or any similar finding, in relation to another regulated profession in Ontario or to any regulated profession in another jurisdiction.
    iii. A current proceeding for professional misconduct, incompetence or incapacity, or any similar proceeding, in relation to another regulated profession in Ontario or to any regulated profession in another jurisdiction.
    iv. A finding of professional negligence or malpractice in any jurisdiction.
    v. A refusal by any body responsible for the regulation of a profession in any jurisdiction to register or license the Applicant.
    vi. An attempt to pass a registration examination required for purposes of being licensed or certified to practise any health profession, whether in Ontario or in another jurisdiction, that has not resulted in a passing grade.
    vii. Whether the Applicant was in good standing at the time they ceased being registered with a body responsible for the regulation of a profession in Ontario or in any other jurisdiction.
    viii. Any other event that would provide reasonable grounds for the belief that the Applicant will not practise naturopathy in a safe and professional manner.

2. The Applicant's previous conduct must afford reasonable grounds for the belief that they will practise naturopathy in a safe and professional manner.

Regulation, as it applies to Registrants

Subsections 4(1) and 4(2) of the Registration Regulation require that a Registrant satisfy the following requirements for

maintaining their certificate of registration:

1. The Registrant shall provide the College with written details about any of the following that relate to the Registrant no later than 30 days after the Registrant becomes aware of it occurring:
   i. A finding of professional misconduct, incompetence or incapacity, or any similar finding, in relation to another regulated profession in Ontario or to any regulated profession in another jurisdiction.
   ii. A current proceeding for professional misconduct, incompetence or incapacity, or any similar proceeding, in relation to another regulated profession in Ontario or to any regulated profession in another jurisdiction.
   iii. A finding of professional negligence or malpractice in any jurisdiction.
   iv. A refusal by any body responsible for the regulation of a profession in any jurisdiction to register or license the Registrant.
   v. An attempt to pass a registration examination required for purposes of being licensed or certified to practise any health profession, whether in Ontario or in another jurisdiction, that has not resulted in a passing grade.
   vi. Whether the Registrant was in good standing at the time they ceased being registered with a body responsible for the regulation of a profession in Ontario or in any other jurisdiction.
   vii. Any other event that would provide reasonable grounds for the belief that the Registrant will not practise naturopathy in a safe and professional manner.

2. The Registrant shall provide the College with written details about any finding of guilt relating to any offence in any jurisdiction as soon as possible after receiving notice of the finding, but not later than 30 days after receiving the notice.

Determining an Applicant's Good Character	Information Relating to Good Character	In accordance with section 3(1) of the Registration Regulation, all Applicants to the College are asked a series of questions relating to Good Character. Questions to which the Applicant responds in the affirmative require that supporting documentation be provided.
	Applicant's Declaration	All Applicants are also required to indicate their agreement with a legal declaration relating to Good Character, which indicates that the Applicant is required to provide the CEO

with any new information relating to the Good Character questions posed, within 30 days, while their application is under review by the College. In addition, the Applicant must also indicate their agreement with a legal declaration attesting to the completeness and accuracy of the information provided in the application.

Assessment of Character

Upon disclosure or finding of past conduct which raises doubt as to the Applicant having satisfied good character provisions, the CEO may refer an Applicant to a panel of the Registration Committee in accordance with section 15(2) of the Code.

While character evolves and a person may rehabilitate over time so as to overcome past character issues, the passage of time in the absence of other evidence does not necessarily establish that the character issue has been remedied.

The panel of the Registration Committee shall assess what impact the disclosed conduct has on the Applicant's ability to practise in a safe and professional manner. The assessment shall include, but is not necessarily limited to:

a) The nature of the conduct;
   i. Was there a finding of guilt for an offence under the Controlled Drugs and Substances Act (Canada), the Food and Drugs Act (Canada), the Criminal Code (Canada), or provincial offences.
   ii. Whether the misconduct occurred while the Applicant was registered or licensed to practice naturopathy or any other regulated profession in Ontario, or in any other jurisdiction.
   iii. Whether the Applicant's employment was terminated or suspended or whether the Applicant was otherwise disciplined by an employer.
   iv. Whether a licence/Certificate of Registration was denied or revoked for failure to meet or maintain Good Character requirements.
   v. Whether the misconduct occurred as a part of the Applicant's post-secondary education.

b) The severity of the misconduct. Elements that may be taken into consideration include:
   i. degree of dishonesty or breach of trust;
   ii. motivation;
   iii. duration;
   iv. whether it was an isolated incident or repeated behaviour;
   v. concealment;
   vi. whether the offence was one in which the Applicant was impaired or intoxicated;

vii. whether the matter was an issue of capacity.

c) The Applicant's attitude toward the conduct, to the degree that it can be determined:
   i. Whether the Applicant appears remorseful.
   ii. Whether the Applicant has provided an explanation.
   iii. Whether external verification is available for the Applicant's attitude.

d) Any rehabilitative treatment undergone since the conduct:
   i. Whether treatment was sought by the Applicant, voluntarily or otherwise.
   ii. Whether education was sought by the Applicant, voluntarily or otherwise.

e) Subsequent conduct of the Applicant;
   i. Whether there is evidence of subsequent wrongdoing.
   ii. The observations and references of those working in direct contact with the Applicant, in particular those who are not friends and have a duty to be candid.

	Decisions of the Panel of the Registration Committee	After considering all the information, the panel will make any order, or combination of orders, consistent with section 18(2) of the Code.
Determining a Registrant's Good Character	Assessment of Character	The CEO shall review any disclosure provided by a Registrant within five business days and shall annually review information and declarations provided by Registrants upon renewal of their registration using similar considerations as would be applied to an Applicant. Where the CEO has concerns about the Good Character of a Registrant they, at their sole discretion, may file a report pursuant to section 75(1)a of the Code.