This is Exhibit # 3 In CONO vs. Natasha Turner (DC20-02) Date: October 29, 2021

DISCIPLINE COMMITTEE OF THE COLLEGE OF NATUROPATHS OF ONTARIO

BETWEEN:

COLLEGE OF NATUROPATHS OF ONTARIO

- and -

NATASHA TURNER

JOINT SUBMISSION AS TO PENALTY AND COSTS

The College of Naturopaths of Ontario (the "College") and Dr. Natasha Turner, ND (the "Registrant") agree and jointly submit that the Discipline Committee makes an order:

- 1. Requiring the Registrant to appear before the panel to be reprimanded immediately following the hearing of this matter.
- 2. Directing the Chief Executive Officer to suspend the Registrant's certificate of registration for a period of three (3) months, to commence on the date of the hearing of this matter.
- 3. Directing the Chief Executive Officer to impose the following specified terms, conditions and limitations on the Registrant's certificate of registration:
 - Requiring that the Registrant unconditionally pass, and at her own expense, the ProBe course in ethics and boundaries, no later than six (6) months from the date of the order of the Discipline Committee; and
 - b. Requiring that the Member write an essay between 1000 and 1500 words in length, and provide it to the Chief Executive Officer, no later than a date selected by the Chief Executive Officer that shall be published by the College at a time and in a format determined by the Chief Executive Officer, on the following issues:
 - i. The lessons she learned in completing the PROBE course; and
 - ii. The methods she will incorporate into her practice to ensure proper

compliance with the standards and her obligations as a member of the College.

- Requiring the Registrant to pay of fine of not more than \$350.00 to the Minister of Finance within two (2) months of the date of the hearing of this matter.
- The Registrant shall pay the College's costs fixed in the amount of 5,000.00, payable on a schedule to be set by the Chief Executive Officer.
- The Registrant acknowledges that this Joint Submission as to Penalty and Costs is not binding upon the Discipline Committee.
- The Registrant acknowledges and 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.

All of which is respectfully submitted,

2021 Signed this dav of Dr. Natasha Turner, ND Registrant

Signed this 1st day of October . 2021

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

DISCIPLINE COMMITTEE OF THE COLLEGE OF NATUROPATHS OF ONTARIO

JOINT SUBMISSION AS TO PENALTY AND COSTS

STEINECKE MACIURA LEBLANC

Barristers & Solicitors 401 Bay Street Suite 2308 Toronto, ON M5H 2Y4

Rebecca Durcan Anastasia-Maria Hountalas

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

Lawyers for the College of Naturopaths of Ontario