Discipline and
Fitness to Practise
Hearings Office

Notice of Publication Ban

In the matter of College of Early Childhood Educators and Andrea Marie Pen, the Discipline Committee ordered that no person shall publish or broadcast the identity of, or any information that could identify any person who is under 18 years old and is a witness in the hearing, or the subject of evidence in the hearing, or under subsection 35.1(3) of the *Early Childhood Educators Act, 2007*.

Discipline Committee of the College of Early Childhood Educators

In the case of ANDREA MARIE PEN, Registration #14813

Panel	Amanda Barg RECE, Chair
	Geneviève Breton
	Chrystal Morden RECE
Meeting date:	October 9, 2026

Decision and reasons

Andrea Marie Pen ("the RECE") and the Prosecutor for the College of Early Childhood Educators participated in a Discipline Resolution Process[1] and agreed on a proposed resolution. This Panel of the Discipline Committee reviewed the proposed resolution and the reasons why the RECE and the Prosecutor felt it was appropriate.

We adopted the proposed resolution. We allowed the College to withdraw all of the accusations of professional misconduct that had been made against the RECE. This means that the accusations are removed. We do not have any evidence about what the RECE did or did not do, and we have not made and will not make any decision about whether she is guilty or not guilty.

[1] See section 33.1 of the Early Childhood Educators Act, 2007, S.O. 2007, c. 7, Sched. 8, and Rule 8.15 of the Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee.

Discipline Resolution Process

The RECE and the Prosecutor participated in a case management process. A neutral Facilitator held meetings with the RECE and the Prosecutor and shared information about the RECE's options, the possible outcomes of choosing different options, and the discipline process. The RECE also had access to Duty Counsel during case management.

At the end of the case management process, the Facilitator wrote a report based on the RECE and Prosecutor's proposed resolution. The RECE and the Prosecutor had a chance to comment on the accuracy of the Facilitator's report, and then the report was given to us to make a decision in the case.

The report said:

The accusations

After a complaint or report is made about an RECE, the College of Early Childhood Educators investigates and its Complaints Committee screens the case based on the results of the investigation.

On June 25, 2026, the Complaints Committee made accusations against the RECE. The RECE is accused of professional misconduct as defined in subsection 33(2) of the Early Childhood Educators Act (the "ECE Act")[2] and its Professional Misconduct Regulation[3] in that she

- Physically abused a child a child who was under her professional supervision
- Failed to maintain the standards of the profession[4]. In particular, the RECE is accused of
    - Failing to be knowledgeable about a range of strategies that support ongoing positive interactions with children and families
    - Failing to engage in supportive and respectful interactions with children to ensure they feel a sense of security and belonging
    - Failing to work in partnership with children, families and colleagues to create a safe, healthy and inviting environment that promotes a sense of belonging, well-being and inclusion
    - Failing to know the current legislation, policies and procedures that are relevant to her professional practice and to the care and education of children
    - Failing to model professional values, beliefs and behaviours with children, families and colleagues, and/or she failed to understand that her conduct reflects on her as a professional and on her profession at all times
- Acted or failed to act in a manner that, having regard to the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional
- Acted in a manner that is unbecoming a Member

[2] Early Childhood Educators Act, 2007, S.O. 2007, c. 7, Sched. 8.
[3] Professional Misconduct, Ontario Regulation 223/08.
[4] College of Early Childhood Educators' Code of Ethics and Standards of Practice

The Complaints Committee decision accused the RECE of forcefully picking up and aggressively seating a 2-year-old and of speaking to them in a harsh and angry tone.

Withdrawing accusations

The RECE signed an Undertaking to resign permanently and to never re-apply for membership with the College. The Undertaking also includes the RECE's agreement that a notation about this case will appear on the public register. A copy of the Undertaking is attached to the Proposed Resolution form.

The RECE and the College agree that the Discipline Committee Panel should withdraw all of the accusations. The College believes this Undertaking protects the public and that this outcome would be transparent because of the notation that would appear on the public register. The accusations against the RECE have not been proven, so she cannot be found guilty of professional misconduct.

Why we adopted the proposed resolution

After participating in a case management process that gave the RECE information about her legal rights and options, as well as access to advice from Duty Counsel, both the RECE and the Prosecutor agreed on the proposed resolution. The final step of the case management process involves the Facilitator going over the prosed resolution with the RECE to make sure they understand it and its consequences. These protections give us confidence that the RECE's decision to sign an Undertaking was voluntary, clear and that she understands the consequences of doing so.

The Facilitator's report describes why children and the public will be protected through withdrawal of the accusations of professional misconduct that were made against the RECE. We agree that the proposed resolution will protect the public for the reasons included in the report. The Panel is satisfied that the undertaking to permanently resign and never reapply ensures public protection. In addition, the notation on the public registry provides transparency.

For these reasons, we agreed to the request to withdraw all of the accusations of professional misconduct in this case.

I, Amanda Barg, sign this decision and reasons for the decision as Chair of and on behalf of the members of the Discipline panel.



Amanda Barg RECE, Chair

October 9, 2026

Date