NOTICE OF PUBLICATION BAN

In the matter of College of Early Childhood Educators and Nathalie Sauvé, this is notice that 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

PANEL: Amanda Barg, RECE, Chair
Chrystal Morden, RECE
Peeter Põldre

BETWEEN:

COLLEGE OF EARLY CHILDHOOD EDUCATORS	)	Vered Beylin For the College of Early Childhood Educators
and	)	
NATHALIE SAUVÉ Registration # 46559	)	Self-represented
	)	Renée Kopp Jones Kopp Litigation Partners LLP Independent Legal Counsel
	)	Heard: May 20, 2025

DECISION AND REASONS

This matter was heard by a panel of the Discipline Committee (the "Panel") of the College of Early Childhood Educators (the "College") on May 20, 2025. The hearing proceeded electronically (by videoconference) pursuant to the *Early Childhood Educators Act, 2007* (the "ECE Act") and the College's Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee.

At the outset, the Panel noted that the hearing was being recorded in the Zoom platform at the direction of the Panel for the hearing record and ordered that no person is permitted to make any audio or video recording of these proceedings by any other means.

PUBLICATION BAN

The Panel ordered a publication ban following a motion by College Counsel, on consent of the Member, pursuant to section 35.1(3) of the ECE Act. The order bans the public disclosure, publication and broadcasting outside of the hearing room, any names or identifying information of any minor children who may be the subject of evidence in the hearing.

THE ALLEGATIONS

The allegations against the Member were contained in the Notice of Hearing dated March 28, 2025, which provided as follows:

1. At all material times, Nathalie Sauvé (the "Member") was a member of the College and was employed as an Early Childhood Educator ("ECE") at Centre de leadership en petite enfance Soleil des petits, Nouvel Horizon (the "Centre") in Hawkesbury, Ontario.

2. Between about July 2022 and January 26, 2023, the Member engaged in the following aggressive, forceful and/or demeaning conduct towards preschool-aged children, she was responsible for supervising at the Centre:

a. On multiple occasions, the Member forcefully grabbed, pushed and/or pulled children, on one occasion causing a child to bump into a wall.

b. On multiple occasions, the Member physically restrained children's movements. This included, among other things, putting children in a "time-out" chair and forcing them to remain seated, by holding them down, as well as pushing children's chairs into a table to prevent the children from getting up.

c. On or about the morning of January 26, 2023, the Member said to another staff words to the effect of "I'd like to grab [Child 1] by the throat and…", and made a strangling gesture.

d. On or about the morning of January 26, 2023, the Member pushed Child 1 into the snow while shouting words to the effects of, "you'll never push me again, you'll see that I can push harder." Child 1 was kicking with their feet and crying out, "no." The Member then grabbed Child 1 by their coat, forcefully pulled them closer to the door of the Centre, and squeezed them by the shoulders forcing them to sit down. The Member then held Child 1 in place, preventing them from moving. Child 1 cried as a result of the Member's conduct.

e. On one occasion, during nap time, the Member pushed Child 2 down onto their cot, after they did not want to lay down. The Member then forcefully held Child 2's head against their pillow, while saying words to the effect of, "If you don't listen to me, I won't listen to you." As a result of the Member's conduct, Child 2 felt pain in their ear.

f. On one occasion, the Member took milk away from Child 3 as a form of punishment for not remaining seated in their chair. Another staff intervened, and ultimately provided Child 3 with milk.

g. On multiple occasions, the Member yelled at the children, spoke with them in a harsh and/or aggressive and/or threatening manner, and/or used inappropriate language in front of the children. Among other things, the Member scolded children when they cried and mocked them when they urinated in their clothing.

3. Several children cried as a result of the Member's conduct, as described in paragraph 2 above.

4. By engaging in the conduct set out in paragraphs 2–3 above, the Member engaged in professional misconduct as defined in subsection 33(2) of the Early Childhood Educators Act, 2007, S.O. 2007, c. 7, Sch. 8, in that:

   a. The Member physically abused a child who was under her professional super-vision, contrary to Ontario Regulation 223/08, subsection 2(3.1);

   b. The Member verbally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3);

   c. The Member psychologically or emotionally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.2);

   d. The Member failed to maintain the standards of the profession, contrary to Ontario Regulation 223/08, subsection 2(8), in that:
      i. The Member failed to be knowledgeable about a range of strategies that support ongoing positive interactions with children and families, contrary to Standard I.B.2 of the College's Standards of Practice;
      ii. The Member failed to engage in supportive and respectful interactions with children to ensure they feel a sense of security and belonging, contrary to Standard I.C.2 of the College's Standards of Practice;
      iii. The Member failed to work in partnership with children, families and colleagues to create a safe, healthy and inviting environment that pro-motes a sense of belonging, well-being and inclusion, contrary to Standard III.C.1 of the College's Standards of Practice;
      iv. The Member failed to know the current legislation, policies and procedures that are relevant to her professional practice and to the care and education of children, contrary to Standard IV.B.1 of the College's Standards of Practice; and/or
      v. The Member failed to model professional values, beliefs and behaviours with children, families and colleagues, and/or she failed to under-stand that her conduct reflects on

her as a professional and on her profession at all times, contrary to Standard IV.C.4 of the College's Standards of Practice.

e. The Member 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, contrary to Ontario Regulation 223/08, subsection 2(10); and/or

f. The Member acted in a manner that is unbecoming a Member, contrary to Ontario Regulation 223/08, subsection 2(22).

EVIDENCE

The parties advised the Panel that agreement had been reached on the facts and introduced an Agreed Statement of Facts, which provided as follows:

The Member

1. The Member has had a certificate of registration with the College for approximately 10 years. She is currently suspended for non-payment of fees or penalties and does not have a prior discipline history.

2. At all material times, the Member was employed as a Registered Early Childhood Educator ("RECE") at the Centre.

The Incidents

3. Between July 2022 and January 26, 2023, the Member engaged in the following aggressive, forceful and/or demeaning conduct towards preschool-aged children she was responsible for supervising at the Centre:

   a. On multiple occasions, the Member forcefully grabbed, pushed and/or pulled children, on one occasion causing a child to bump into a wall.

b. On multiple occasions, the Member physically restrained children's movements. This included, among other things, putting children in a "time-out" chair and forcing them to remain seated, by holding them down, as well as pushing children's chairs into a table to prevent the children from getting up.

c. On or about the morning of January 26, 2023, the Member said to another staff words to the effect of "I'd like to grab [Child 1] by the throat and…", and made a strangling gesture.

d. On or about the morning of January 26, 2023, the Member pushed Child 1 into the snow while shouting words to the effects of, "you'll never push me again, you'll see that I can push harder." Child 1 was kicking with their feet and crying out, "no." The Member then grabbed Child 1 by their coat, forcefully pulled them closer to the door of the Centre, and squeezed them by the shoulders forcing them to sit down. The Member then held Child 1 in place, preventing them from moving. Child 1 cried as a result of the Member's conduct.

e. On one occasion, during nap time, the Member pushed Child 2 down onto their cot, after they did not want to lay down. The Member then forcefully held Child 2's head against their pillow, while saying words to the effect of, "If you don't listen to me, I won't listen to you." As a result of the Member's conduct, Child 2 felt pain in their ear.

f. On one occasion, the Member took milk away from Child 3 as a form of punishment for not remaining seated in their chair. Another staff intervened, and ultimately provided Child 3 with milk.

g. On multiple occasions, the Member yelled at the children, spoke with them in a harsh and/or aggressive and/or threatening manner, and/or used inappropriate language in front of the children. Among other things, the Member scolded children when they cried and mocked them when they urinated in their clothing.

4. Several children cried as a result of the Member's conduct, as described in paragraph 3 above.

Additional Information

5. Valoris for Children and Adults of Prescott Rusell ("CAS") conducted an investigation and concluded that the Member "behaved brusquely with children, that she restrained children in their movements, and that she used an aggressive tone of voice and inappropriate language on several occasions" as well as that she "took away a child's milk and comfort blanket as a form of punishment."

6. The Ministry of Education (the "Ministry") determined that the Member engaged in a prohibited practice and issued a Compliance Order against her.

7. The College is not aware of any long-lasting physical injuries or long-term emotional impact to any of the children as a result of the Incidents.

8. The Member was terminated from her position as an RECE at the Centre as a result of the Incidents described above.

Admissions of Professional Misconduct

9. The Member admits that she engaged in and is guilty of professional misconduct as described in paragraphs 3 to 4 above, and as defined in subsection 33(2) of the ECE Act, in that:

    a. The Member physically abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.1);
    b. The Member verbally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3);

    c. The Member psychologically or emotionally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.2);

    d. The Member failed to maintain the standards of the profession, contrary to Ontario Regulation 223/08, subsection 2(8), in that:

i. The Member failed to be knowledgeable about a range of strategies that support ongoing positive interactions with children and families, contrary to Standard I.B.2 of the College's Standards of Practice;
ii. The Member failed to engage in supportive and respectful interactions with children to ensure they feel a sense of security and belonging, contrary to Standard I.C.2 of the College's Standards of Practice;
iii. The Member failed 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, contrary to Standard III.C.1 of the College's Standards of Practice;
iv. The Member failed to know the current legislation, policies and procedures that are relevant to her professional practice and to the care and education of children, contrary to Standard IV.B.1 of the College's Standards of Practice; and/or
v. The Member failed 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, contrary to Standard IV.C.4 of the College's Standards of Practice.

e. The Member 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, contrary to Ontario Regulation 223/08, subsection 2(10); and/or

f. The Member acted in a manner that is unbecoming a Member, contrary to Ontario Regulation 223/08, subsection 2(22).

THE MEMBER'S PLEA

The Member admitted to the allegations in the Agreed Statement of Facts.

The Panel received a written plea inquiry signed by the Member. The Panel also conducted a verbal plea inquiry and was satisfied that the Member's admission was voluntary, informed and unequivocal.

SUBMISSIONS OF THE PARTIES ON LIABILITY

College Counsel submitted the Member committed professional misconduct as alleged by engaging in aggressive, forceful and/or demeaning conduct towards preschool-aged children in her care that amounted to physical, verbal, and psychological or emotional abuse. On multiple occasions, the Member forcefully grabbed and pushed/pulled children, physically restrained children's movements, and put children in "time-out." The Member took milk away as a form of punishment, yelled at children in a harsh, aggressive and/or threatening manner, used inappropriate language in front of children, scolded children when they cried and mocked them when they urinated in their clothing. Among other things, the Member said to another staff words to the effect of "I'd like to grab them by the throat and ..." and made a strangling gesture. These actions showed a complete disregard for the children's psychological and emotional well-being.

College Counsel submitted this case represents one of the most serious patterns of abuse to come before the Discipline Committee. The Member's conduct breached several Standards of Practice as alleged, which reflects negatively on the profession of ECE and erodes the public's trust in the profession as a whole.

The Member made no submissions.

FINDINGS AND REASONS FOR DECISION

The Panel accepted the Member's admission and found her guilty of professional misconduct. The Panel found that between the period of July 2022 and January 26, 2023, the Member engaged in aggressive, forceful and/or demeaning conduct towards preschool-aged children she was responsible for supervising at the Centre. The Panel finds that this conduct amounted to physical, verbal, and emotional or psychological abuse of children, a failure to engage in supportive and respectful interactions with children, and a lack of knowledge about fostering positive interactions with children.

The Member's conduct demonstrated that she did not comply with, understand and abide by legislation, policies and procedures relevant to the profession. In addition, she did not make appropriate decisions and provide positive behavior guidance in the best interest of the children.

The Panel finds that the Member also failed to model professional values and behaviours with children.

POSITION OF THE PARTIES ON PENALTY

The parties made a joint submission as to an appropriate penalty and costs order (the "Proposed Order") and submitted that the Panel should make an order as follows:

1. Requiring the Member to appear before a Panel of the Discipline Committee to be reprimanded within 60 days of this Order.

2. Directing the Registrar to immediately revoke the Member's certificate of registration.

3. Requiring the Member to pay the College's costs fixed in the amount of $1,000, within 6 months of this Order.

Submissions of the College on Penalty and Costs

College Counsel submitted that abusive conduct by RECEs involving children is one of the most serious matters that the College must deal with. The College is concerned that the frequency of such cases continues to increase. This case is one of the most serious ones the Discipline Committee has seen due to the severity and breadth of the physical, emotional, and psychological abuse. The aggravating factors listed below support the justification for revocation. The misconduct occurred over a six-month period, involved vulnerable preschool children, with multiple children being abused in multiple different ways.

RECEs are entrusted with the care of young, vulnerable children. The College must maintain the public's confidence in its willingness and ability to regulate the conduct of its members. For that reason, any penalty must send a clear message to the individual member who commits misconduct, to all other members of the profession, and to the public that professional misconduct will not be tolerated. When a member commits very serious misconduct, as the Member in this case has, the penalty must be accordingly harsh. The harshest penalty that the Discipline Committee can order is revocation of a member's certificate of registration so that the member can no longer practise the

profession. College Counsel submitted that the seriousness of the Member's misconduct warrants revocation of her certificate of registration.

College Counsel submitted seven aggravating factors for the Panel to consider in support of the proposed penalty:

1. The Member's abusive conduct was repeated over a period of six months;
2. The preschool children involved were vulnerable due to their age and were unable to report the misconduct;
3. The abuse occurred on multiple occasions, was violent and involved prohibited practices, resulting in the Ministry issuing a compliance order against the Member;
4. The Member physically abused multiple children, including causing pain in one child's ear;
5. The Member emotionally and psychologically abused multiple children, demonstrated by them crying;
6. The abusive conduct diminished the children's sense of security and belonging in the learning environment; and
7. The misconduct was serious enough to erode the trust of families and negatively reflected on the profession.

College Counsel submitted two mitigating factors for the Panel to consider:

1. The Member's guilty plea and joint submission on penalty saved the College the time and expense of a contested hearing; and
2. The Member had no prior discipline history with the College.

The proposed penalty must be consistent with the range of penalties imposed upon members who were found guilty of similar misconduct. College Counsel presented three recent cases to show that the proposed penalty is within an appropriate range for similar cases. Each of the cited cases featured a pattern of abuse over time, which warranted the most severe penalty, revocation.

- *College of Early Childhood Educators v Grant, 2023* ONCECE 6
- *College of Early Childhood Educators v Dhanoa, 2023* ONCECE 19
- *College of Early Childhood Educators v Cespite, 2024* ONCECE 13

Submissions of the Member on Penalty and Costs

The Member made no submissions on penalty and costs.

PENALTY DECISION

The Panel accepted the joint submission on penalty and made the following order as to penalty:

1. The Member is required to appear before the Panel to be reprimanded within 60 days from the date of the Order.

2. The Registrar is directed to immediately revoke the Member's certificate of registration.

3. The Member is required to pay the College's costs fixed in the amount of $1,000, to be paid within 6 months of the date of this Order.

REASONS FOR PENALTY

The Panel understands that the penalty ordered should protect the public and enhance public confidence in the ability of the College to regulate RECEs. This is achieved through a penalty that addresses specific deterrence, general deterrence and, where appropriate, rehabilitation and remediation. The penalty should be proportionate to the misconduct.

In considering the joint submission, the Panel was mindful that a jointly proposed penalty should be accepted unless its acceptance would bring the administration of justice into disrepute or it is otherwise not in the public interest. The Panel reviewed the three above-referenced cases in which revocation was ordered and is satisfied that the penalty in this case is in line with previous cases.

It is the Panel's conclusion that revocation is the only appropriate penalty for this case. The Member's loss of the privilege of practicing as an RECE not only will deter her from committing future misconduct but also protects the public from potential misconduct by the Member in the future.

Revocation also deters the rest of the membership, as it sends the strongest message possible that such misconduct will not be tolerated.

The Discipline Committee remains concerned about the number of cases involving abuse of children. The Panel strongly restates that physical, verbal, emotional and psychological abuse, especially occurring over an extended period of time and involving multiple children, must be dealt the severest penalty, revocation.

ORDER AS TO COSTS

Subsection 33(5)(4) of the Act provides that in an appropriate case, a panel may make an order requiring a member who the panel finds has committed an act of professional misconduct to pay all or part of the College's legal costs and expenses, investigation costs and hearing costs.
The parties are in agreement with respect to costs and the amount of costs to be ordered. The Panel agrees that this is an appropriate case for costs to be awarded and the amount proposed by the parties is reasonable.

The Panel orders that the Member pay the College its costs, fixed in the amount of $1,000 to be paid within six months of the date of the Order.

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

Amanda Barg, RECE, Chair

October 7, 2025

Date