

## **CRIMINAL ALLEGATIONS OR CHARGES** **What to do if it happens to you ...**

### **Has someone made an allegation against you?**

- At the first hint of a problem involving any allegation that could potentially lead to a criminal charge against you, you should immediately contact the provincial office of ETFO.

### **DURING OFFICE HOURS**

#### **If you are contacted by the police or the Children's Aid Society (CAS) regarding an allegation made against you:**

- DO NOT participate in or consent to an interview.
- Make no statement to anyone regarding the allegation or charges.
- Say, "I am willing to co-operate but I am unable to comment until I contact my Federation and legal counsel."
- Call Professional Relations Services at 1-888-838-3836 or 416-962-3836 and state that your call is urgent.

You will be put in touch with the Professional Relations Services counsellor on call who will provide you with the necessary assistance.

### **"AFTER HOURS" EMERGENCY LEGAL ASSISTANCE**

#### **What is an emergency?**

- Police are on the scene or on the way.
- You are facing criminal charges for an alleged criminal offense directly related to the performance of your professional duties.
- You are at risk of being arrested and/or incarcerated.

#### **What to do?**

##### **Call:**

1-888-838-3836 or  
416-962-3836

##### **After Hours:**

A voice message will provide the necessary instructions to put your call through to an operator. You will be asked a few important questions.

Where appropriate, a criminal lawyer will be contacted and you will be connected immediately.

## CRIMINAL ALLEGATIONS AGAINST A COLLEAGUE

### Criminal Allegations

- To qualify for legal support, an allegation must arise directly from your employment responsibilities.
- When necessary, legal counsel will be appointed by the provincial office.
- If you wish to hire a lawyer other than the one appointed by the provincial office, you will be responsible for any and all expenses of that lawyer.
- You are requested or required to attend an interview with any agency (school board, police, CAS, etc.) both the PRS counsellor and assigned legal counsel should be made aware prior to the interview so that full advice may be provided and a decision can be made as to who should attend the meeting with you.

### Working with School Staff

- When a member is accused of abuse, assault or theft and is either reassigned or placed on leave by the school board, the school steward may be called upon to reassure staff colleagues that due process is being served and that the Federation is assisting the member.

- It is the responsibility of the principal, on behalf of the school board, to provide staff with specific advice for responding to student, parent and media enquiries relating to the colleague who is being investigated or accused of a criminal offense.

### Supporting Your Colleague

- The stress factors on a member facing allegations are enormous and should not be underestimated.
- If possible, and taking care not to encourage the colleague to make any statements about the circumstances surrounding their case, staff should attempt to maintain regular communications with the member; this will help reduce the acute sense of isolation and despair, especially if the colleague has been suspended.

**If you have any questions or concerns about your Criminal Allegations or Charges, please contact your local president or call and speak with a PRS Counsellor at 1-888-838-3836 or 416-962-3836.**

### Elementary Teachers' Federation of Ontario

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**Accountability YES**  
**Recertification NO**