

THE MATTER OF THE *HEALTH PROFESSIONS ACT*, R.S.A. 2000, c.H-7;

AND IN THE MATTER OF A HEARING INTO THE CONDUCT OF ALEXANDRA STOTT, A MEMBER OF THE ALBERTA COLLEGE OF SOCIAL WORKERS;

AND IN THE MATTER OF A PROFESSIONAL CONDUCT HEARING REGARDING THE CONDUCT OF ALEXANDRA STOTT UNDERTAKEN VIRTUALLY;

DECISION OF THE HEARING TRIBUNAL

I. INTRODUCTION

1. A hearing was held virtually on June 12, 2026 concerning allegations of unprofessional conduct against Alexandra Stott (the “**Member**”), a regulated member of the Alberta College of Social Workers (“**ACSW**”). The hearing occurred by consent via a virtual platform through the Edmonton office of Parlee McLaws.
2. This decision sets out the findings, reasons and penalty orders of the Hearing Tribunal concerning the hearing.
3. The Hearing Tribunal was assisted by Blair E. Maxston, K.C. as independent legal counsel, including in the drafting of this decision.

II. THE HEARING GENERALLY

4. The June 12, 2026 hearing was held pursuant to the *Health Professions Act*, R.S.A. 2000, c.H-7 as amended (the “**HPA**”).
5. The members of the Hearing Tribunal were:

Vince Paniak, Public Member (Chair)
Stanley Haroun, MSW, RSW
Tiffany Fassnidge, RSW
Judy Tran, Public Member

Also participating in the hearing were Bruce Llewellyn (ACSW Complaints Director) and Karen Smith K.C. (legal counsel for the ACSW Complaints Director). Lara A. Mateis, a summer student at the Parlee McLaws firm, attended the hearing as an observer.

The Member participated in the hearing and was represented by legal counsel, Lee McMillan.

6. The hearing was a public hearing pursuant to s. 78 of the *HPA*. There were no objections regarding the timeliness of service of the Amended Notice of Hearing (as defined below) and no objections regarding the composition or jurisdiction of the Hearing Tribunal. As well, there were no preliminary applications however Ms. Smith indicated that she would be making a “sealing” application.
7. The allegations were set out in an Amended Notice of Hearing dated April 16, 2026 (the “**Amended Notice of Hearing**”). The allegations relate to the Member’s employment with Child and Family Services (“**CFS**”) as a Case Manager concerning a CFS file where the Member was working at the Indigenous Services Office from January 2022 to September 2023. More specifically, the allegations relate to the Member acting as a case manager concerning two children ages 5 and 7 who were both under permanent guardianship orders and had been placed in long-term foster care and where SF was the father of those children. The allegations in the Amended Notice of Hearing are as follows:

“Sexual Abuse:

1. That during the course of your professional relationship with SF specifically as his Case Manager, you engaged in a sexual relationship with SF specifically:

- Engaging in a sexual or romantic relationship between you and SF and/or engaging in oral-genital contact between yourself and SF;

Such conduct contravenes ss. F.1(e), F.3(a)(b) and F.7(a)(i) of the Standards of Practice 2023, Values 6 of the Code of Ethics 2005 and constitutes unprofessional conduct pursuant to s. 1(1) (pp) (i) (ii) and (xii) of the *Health Professions Act*.

Sexual Misconduct

2. That during your period of employ with CFS, wherein you were in a position of differential power and trust as the case manager of the File, you had a an inappropriate personal, intimate, and/or sexual relationship with SF, which included:

- That you sent a video to SF of you engaging in activities with a sexual toy;
- That you engaged in sexually explicit communications with SF;
- That you engaged in sexual activity with SF in your personal vehicle, home and hotel;
- That you sent a graphic video of you performing oral sex to a former boyfriend;
- That you threw a small hard ball at his private parts;
- That you engaged in hugging and kissing with SF while transporting him in or around Calgary and Eden Valley;
- That there were sexually explicit messages that were exchanged between your personal cellphone and that of SF, including “sexting and/or photographs of a sexual nature”;
- That you repeatedly discussed previous sexual activities, personal stories, sexual fantasies and shared sexually explicit images with SF in an intimidating manner;
- That you crossed personal boundaries by making comments about SF’s appearance, making sexual advances at SF, and discussing threesomes with SF; and

- That you sent to SF photos of your breasts, face and genitalia.

Such conduct contravenes ss. F.1(e), F.3 (a)(b)(c) and (d), F.7 (a)(i), F.7 (b) (c) of the Standards of Practice 2023, Values 3, 4 and 6 of the Code of Ethics 2005 and constitutes unprofessional conduct pursuant to s. 1(1) (pp) (i) (ii) and (xii) of the *Health Professions Act*.

Professional Boundaries

3. That you failed to maintain appropriate professional boundaries and provide sufficient explanation of your professional role, in the provision of services on the File, include the following:

- You engaged in ongoing inappropriate communications and meetings with SF outside of working hours on a daily basis, specifically the evenings and weekends;
- That you exchanged between 10 to 50 text messages per day from SF;
- That you allowed SF to spend significant time in your personal vehicle;
- That you allowed the client access to your personal phone;
- That you provided your personal cell phone number to SF and engaged in inappropriate communications via text message;
- That you maintained ongoing and regular inappropriate communications with SF on the basis of your personal cell phone;
- That on or about June 23, 2023, you were demeaning and rude to SF, referring to SF and/or his brother as “useless”;
- That you used profane language towards SF on multiple occasions, specifically swearing and/or ranting about issues;
- That you were physically assaulting to SF, including striking him with your cell phone, flicking his head with your finger, and throwing a basketball at his private parts;
- That following the transfer of the File, you continued to engage in inappropriate communications and meetings with SF, despite no longer being assigned as case manager of the File.
- That you maintained communications with SF via Snapchat using a fictitious online account under the name “Morgan Smith”, following the internal investigation, despite no longer being responsible for the File, and notwithstanding that such communication platforms were contrary to the communication policies of the Government of Alberta;
- That during your employ with CFS, you allowed SF to attend your personal residence and to a hotel;
- That you did not address SF’s characterization of you as his “girlfriend”.
- That you created a culture that made SF afraid to report problems to CFS;
- The manner in which you engaged with SF caused him significant distress and trauma and were in complete contradiction of your professional responsibilities; and

- That on or about July 2024, you contacted SF and took steps to threaten police involvement.

Such conduct contravenes B.8 (a)(iv) and, E.1(c) E.3(i) and (n), F.1 (e)(g), F.3 (a)(b)(c) and (d) F.4 (a)(c)(e), G.1 (b)(i) of the Standards of Practice 2023, Values 3, 4 and 6 of the Code of Ethics 2005 and constitutes unprofessional conduct pursuant to s. 1(1) (pp) (i) (ii) and (xii) of the Health Professions Act.

Case Management

4. That notwithstanding the accelerating sexual nature of the communications and/or threats from SF, you failed to seek the appropriate consultation with a supervisor or manager.

5. That you failed to assess the best interest of the children in your decision making process and departed from your professional role by exceeding the scope of appropriate case management regarding kinship care options, becoming emotionally and sexually involved with SF.

Such conduct contravenes E.1(a)(iii) and F.4 (a)(c)(e) of the Standards of Practice 2023, Values 3, 4 and 6 of the Code of Ethics 2005 and constitutes unprofessional conduct pursuant to s. 1(1) (pp) (i) (ii) and (xii) of the *Health Professions Act*.

Failure to be Candid and Professional Accountability

6. That you stated that you received 10-50 text messages from SF a day but there was no record of this level of activity in your personal cell phone records.

7. That you stated communications with SF occurred through your work phone, but there were no such records located.

8. That you were not truthful to the CFS investigator when you indicated you had set personal boundaries with respect to social media and the timing of its use after 4:30 p.m.; and

9. That you specifically deleted photographs and/or text and/or personal emails relating to the relationship between you and SF upon being advised of the complaint by CFS and/or by ACSW;

Such conduct contravenes D.4 of the Standards of Practice 2019, Values 4 and 6 of the Code of Ethics 2005 and constitutes unprofessional conduct pursuant to s. 1(1) (pp) (i) (ii) and (xii) of the *Health Professions Act*."

8. Pursuant to s.70(1) of the *HPA*, the Member provided a written admission of unprofessional conduct to the Hearing Tribunal dated June 12, 2026, stating that the Member admitted that the following allegations constituted unprofessional conduct:

"Sexual Misconduct

2. That during my period of employ with CFS, wherein I was in a position of differential power and trust as the case manager of the File, I had an inappropriate personal and intimate relationship with SF (the father of the children I was case manager for), which included:

- I sent a video to SF of me engaging in activities with a sexual toy;
- I engaged in sexually explicit communications with SF;
- I sent a graphic video of myself performing oral sex to a former boyfriend;

- There were sexually explicit messages that were exchanged between my personal cellphone and that of SF, including “sexting and/or photographs of a sexual nature”;
- Repeatedly discussed sexual fantasies and shared sexually explicit images with SF in an intimidating manner;
- I crossed personal boundaries by making comments about SF’s appearance; and
- I sent to SF photos of my breasts, face and genitalia.

Such conduct contravenes ss. F.1(e), F.3 (a)(b)(c) and (d), F.7 (a)(i), F.7 (b) (c) of the Standards of Practice 2023, Values 3, 4 and 6 of the Code of Ethics 2005 and constitutes unprofessional conduct pursuant to s. 1(1) (pp) (i) (ii) and (xii) of the *Health Professions Act*.

Professional Boundaries

3. I failed to maintain appropriate professional boundaries and provide sufficient explanation of my professional role, in the provision of services on the File, include the following:

- I engaged in ongoing inappropriate communications and meetings with SF outside of working hours on a daily basis, specifically the evenings and weekends;”

(the “**Allegations**”)

9. The following documents were entered as Exhibits at the hearing with the consent of both parties:

Exhibit 1: Amended Notice of Hearing.

Exhibit 2: Amended Notice to Attend.

Exhibit 3: Investigation Report.

Exhibit 4: Affidavit of Service.¹

Exhibit 5: Admission of Unprofessional Conduct (the “**Admission**”).

Exhibit 6: Consent Order (the “**Consent Order**”).

10. Since the hearing proceeded as a consent hearing, the Hearing Tribunal heard from no witnesses at the hearing.
11. Before the commencement of the liability and penalty phases of the hearing, Ms. Smith brought a preliminary application requesting a sealing order pursuant to s.78 of the *HPA* to direct that the Investigation Report be sealed and not made part of the public record of the hearing.
12. Ms. Smith noted an overriding privacy concern regarding SF. SF is a third party and father of the two children involved in the CFS file where the Member was a case manager. Ms.

¹ On behalf of his client, Mr. MacMillan acknowledged receipt of the Investigation Report and Amended Notice of Hearing.

Smith noted that the third party (the father) was not the complainant but that SF's personal information appeared throughout the Investigation Report. Ms. Smith submitted that there was no public interest in having that information as part of the public record.

13. Mr. MacMillan seconded Ms. Smith's submissions.
14. The Hearing Tribunal granted the requested sealing order. The Investigation Report contains explicit images of a highly personal and intimate nature. Public access to the images would result in a significant invasion of privacy and create a risk of further dissemination of the material. The Hearing Tribunal notes the allegations and the Investigation Report sufficiently describe the nature of the images and the circumstances in which they were transmitted. As a result, the images themselves are not necessary for the public to understand the allegations, evidence, admissions, or findings in this matter. The privacy interests of the Member outweighs the public interest.

III. THE HEARING AND THE CONSENT ORDER

15. The Consent Order contained a "Agreed Statement of Facts", "Agreed Findings", "Acknowledgment of Responsibility" and "No Right to Appeal" sections.
16. The Consent Order also contained a "Orders as to Sanctions" section (the "**Sanction Orders**") and a costs order.

A. Agreed Statement of Facts

17. The facts in this matter are not in dispute and are described in the Agreed Statement of Facts as follows:

"1. Ms. Stott has been registered as a Registered Social Worker with the ACSW since October 17, 2017;

2. Ms. Stott was employed by Child and Family Services ("**CFS**") as a Case Worker since January 2, 2018, initially based in Edmonton.

3. Ms. Stott moved to CFS in Calgary in or around November 2020 and started working at the Indigenous Services Office ("**ISO**").

4. From January 2022 to September 2023, Ms. Stott was the Case Manager of a file at CFS ISO with respect to two children ages 5 and 7, both under permanent guardianship orders and placed in long term foster care (the "**File**"). SF is the father of the children referenced herein.

5. Ms. Stott understood that her role as the Case Manager on the File was to explore kinship care options for the two children.

6. That during Ms. Stott's period of employ with CFS, wherein she was in a position of differential power and trust as the case manager of the File, Ms. Stott had an inappropriate personal and intimate relationship with SF, which included:

- Ms. Stott sent a video to SF of herself engaging in activities with a sexual toy;
- Ms. Stott engaged in sexually explicit communications with SF;
- Ms. Stott sent a graphic video of herself performing oral sex to a former boyfriend;

- There were sexually explicit messages that were exchanged between Ms. Stott's personal cellphone and that of SF, including "sexting and/or photographs of a sexual nature";
- Repeatedly discussed sexual fantasies and shared sexually explicit images with SF in an intimidating manner;
- Ms. Stott crossed personal boundaries by making comments about SF's appearance; and
- Ms. Stott sent to SF photos of her breasts, face and genitalia.

7. Ms. Stott failed to maintain appropriate professional boundaries and provide sufficient explanation of my professional role, in the provision of services on the File, include the following:

- Ms. Stott engaged in ongoing inappropriate communications and meetings with SF outside of working hours on a daily basis, specifically the evenings and weekends;
- Ms. Stott exchanged between 10 to 50 text messages per day from SF;
- SF had access to her personal cell phone and engaged in inappropriate communications via text message;
- Ms. Stott maintained ongoing and regular inappropriate communications with SF on her personal cell phone;
- Ms. Stott used profane language towards SF and posted pictures on Snapchat;
- Following the transfer of the File, Ms. Stott continued to engage in inappropriate communications and meetings with SF, despite no longer being assigned as case manager of the File.
- Ms. Stott maintained communications with SF via Snapchat using an alternative alias account under the name "Morgan Smith", following the internal investigation, despite no longer being responsible for the File, and notwithstanding that such communication platforms were contrary to the communication policies of the Government of Alberta;
- Ms. Stott did not address SF's characterization of herself as his "girlfriend".
- Ms. Stott created circumstances that appeared to make SF afraid to report problems to CFS and the manner in which she engaged with SF caused him significant distress and trauma and were in complete contradiction of her professional responsibilities;

8. Notwithstanding the accelerating sexual nature of the communications and threats from SF, Ms. Stott failed to seek the appropriate consultation with a supervisor or manager.

9. Ms. Stott failed to assess the best interest of the children in my decision making process and departed from her professional role by exceeding the scope of appropriate case management regarding kinship care options, becoming emotionally and intimately involved with SF.

9.1 The Children appeared to be in good and stable condition at the time Ms. Stott's involvement on the file ceased.

10. Ms. Stott stated communications with SF occurred through her work phone, but there were no such records located.

11. Ms. Stott was not truthful to the CFS investigator when she indicated she had set personal boundaries with respect to social media and the timing of its use after 4:30 p.m.

12. Ms. Stott specifically allowed deletion of photographs and/or text and/or personal emails relating to the relationship between her and SF upon being advised of the complaint by CFS and/or by ACSW.

13. Ms. Stott requested to have the File transferred to another Case Manager in or around September 2023.

14. An initial complaint from the biological father of the children, SF, was made on February 8, 2024 regarding Ms. Stott's conduct to the Case Manager who assumed conduct of the transferred File.

15. On March 4, 2024, the Manager at CFS received an informational email from SF regarding Ms. Stott's conduct.

16. Ms. Stott resigned from her employment with CFS on April 29, 2024 following a medical leave which initiated on February 28, 2024

17. Given the serious nature of the allegations and potential risk to the public, Ms. Stott was suspended from practice by the ACSW.

18. Ms. Stott's registration with the ACSW was cancelled for non-payment on November 1, 2024."

B. Acknowledgment of Responsibility and Unprofessional Conduct

18. It was acknowledged by the Member and the ACSW Complaints Director that the Member's conduct as described in the Agreed Statement of Facts and the Admission constitutes unprofessional conduct.

C. No Right to Appeal

19. The ACSW and the Member agreed that there shall be no appeal from the Consent Order notwithstanding s. 87 of the *HPA*.

D. The Joint Penalty and Costs Proposal

20. As part of the Consent Order, the parties also jointly presented an Orders as to Sanctions (the "**Sanction Orders**").

21. The Sanction Orders in the Consent Order are:

"1. A Reprimand shall be issued as against Ms. Stott.

2. Ms. Stott's practice of social work shall be cancelled for a minimum period of five (5) years before which she may proceed with an application for registration.

3. Prior to any application by Ms. Stott to re-register, Ms. Stott, at her own cost, shall be required to complete a University level Professional boundaries and ethics course as approved by the Complaints Director. The cost of this course shall be the responsibility of Ms. Stott.

4. Ms. Stott shall attend within one year of the date of this Order, six (6) consultations.

5. The Complaints Director shall maintain the discretion to suspend Ms. Stott's permit to practice pending a Hearing should the Complaints Director, in his sole discretion, conclude that Ms. Stott has breached this Order.

6. There shall be publication of this decision and reasons on a with names basis."

22. The Costs Order in the Consent Order is:

"1. Ms. Stott shall pay costs of this matter in the amount of \$1,000.00 within one (1) year of the date of this Order."

IV. **LIABILITY MATTERS**

A. **Submissions from the Complaints Director**

23. Ms. Smith's submissions can be summarized as follows:

- Ms. Smith stated that the complaint came from two different sources and that the Complaints Director then appointed an investigator.
- An interim suspension pursuant to s.65 of the *HPA* was issued on May 22, 2024 and remains in place. Subsequently, the Member's registration was cancelled at her request.
- After the Complaints Director made a decision under s.66 of the *HPA* to refer this matter to hearing and after the Amended Notice of Hearing was issued, the Member was given an invitation to meet with the Complaints Director about responsibility.
- The Member accepted that invitation and it resulted in the consent hearing documents that are before the Hearing Tribunal.
- Ms. Smith noted that the Admission of Unprofessional Conduct includes variations concerning the charges in the Amended Notice of Hearing. Among other things, the Complaints Director agreed to not proceed with an allegation of sexual abuse and there have been changes to and consolidations of certain allegations.
- Ms. Smith reviewed s.70 of the *HPA* and the Hearing Tribunal receiving an admission of unprofessional conduct, including the Hearing Tribunal's decision about whether to accept that unprofessional conduct.
- In order to accept the unprofessional conduct, the Hearing Tribunal needs two things: a factual matrix to support the allegations and whether those facts fall within the definition of unprofessional conduct under s.1(1)(pp) of the *HPA*.
- Paragraphs 1 to 18 of the Agreed Statement of Facts set out uncontested admitted evidence that strongly support the facts in this matter. Ms. Smith asked the Hearing Tribunal to exercise caution regarding parts of the Investigation Report where statements have not been tested, were not made under oath and have not been subject to cross-examination. Nonetheless, the facts in this case are strongly presented.
- In terms of the second component, the Member's conduct clearly falls within the definition of unprofessional conduct.

B. Submissions from the Member

24. Mr. MacMillan had no submissions on behalf of the Member.

C. The Hearing Tribunal's Decision: Unprofessional Conduct

25. After caucusing in private, the Hearing Tribunal advised the parties that it was accepting the admissions concerning the Allegations and that it was making findings of unprofessional conduct regarding the admitted Allegations.
26. The Hearing Tribunal invited the Complaints Director and the Member to provide submissions regarding penalty and costs matters.

V. PENALTY ORDER AND COSTS ORDER MATTERS

A. Submissions from the Complaints Director

27. Ms. Smith's submissions regarding the penalty and costs phase of the hearing on behalf of her client can be summarized as follows:
- Ms. Smith reviewed the five considerations for sanctions orders: protection of the public, deterrence for the member and the profession, rehabilitation for the member, fairness to the member in terms of comparable consequences for comparable actions and maintaining the integrity of the profession.
 - Ms. Smith reviewed the penalty factors in the *Jaswal v. Medical Board (Nfld.)*, 1996 CanLII 11630 (NL SC) case.
 - In terms of the nature and gravity of the unprofessional conduct, this is severe unprofessional conduct. Although there is not a finding of sexual abuse, there is systemic conduct representing sexual misconduct under the *HPA*.
 - In terms of the age and experience of the Member, she was registered in 2007 and is not a brand new member to the profession.
 - In terms of the character of the Member, there are no prior discipline findings.
 - In terms of the age of the client and the number and times the unprofessional conduct occurred, SF was a particularly vulnerable individual and there was a systemic and long history where the Member failed to report. These are aggravating factors.
 - In terms of the role of the Member, she readily engaged with the investigator, accepted the invitation concerning settlement and made admissions to avoid a contested hearing.
 - In terms of other consequences for the Member, the Member lost her job.

- In terms of consequences for other persons, although the information in the Investigation Report is not under oath that information establishes that the Member's actions were very impactful.
- Ms. Smith then reviewed the penalty-making authority of the Hearing Tribunal under s.82 and, in particular, the requirement under s.82(1.1)(b) of the *HPA* that where there has been a finding of sexual misconduct then there must be a suspension.
- Ms. Smith then reviewed the proposed penalty orders. The reprimand letter is a standard penalty order.
- Cancellation for registration for a minimum of five years is a significant penalty order. The Complaints Director has been candid with the Member that this order may effectively be a permanent cancellation since it will be challenging for the Member to potentially ever satisfy the good character requirement for registration.
- Ms. Smith reviewed the professional boundaries and ethics course set out in order 3.
- In terms of order 4, Ms. Smith advised that the Hearing Tribunal would be provided with additional supplemental wording for this order specifying that the consultations would be carried out by a senior social worker approved by the Complaints Director and that the costs of all such consultations would be the Member's responsibility. Mr. MacMillan stated that his client was in agreement with those changes.²
- Ms. Smith reviewed the standard enforcement mechanism set out in order 5 and submitted that publication of the decision with the Member's name is appropriate.
- In terms of the costs order, it is a separate order that is distinct from penalty orders. The costs order represents a tiny fraction of the costs incurred by the College.
- Ms. Smith reviewed the public interest test requiring great deference to joint penalty proposals. The Hearing Tribunal should not depart from the joint penalty proposal unless it brings the administration of justice into disrepute or is otherwise contrary to the public interest.
- The Hearing Tribunal must give considerable respect to the joint penalty proposal. Among other things, consent hearings avoid the time and cost associated with requiring all hearings to be contested.
- In this case there are fulsome penalties (including cancellation and also remediation that must be completed if the Member wants to seek re-entry to the profession) that meet the public interest test. The Hearing Tribunal should defer to the joint penalty proposal as it meets the public interest test.

² The Hearing Tribunal was provided with additional wording in a June 22, 2026 email from Ms. Smith which is incorporated into order 4 on pages 13 and 15 of this decision.

B. Submissions from the Member

28. Mr. MacMillan had no submissions on behalf of his client except that he seconded the penalty and costs submissions made by Mr. Smith.

C. The Hearing Tribunal's Decision: Penalty Orders and Costs Order

29. After caucusing privately, the Hearing Tribunal advised the parties that it was accepting the penalty orders and Costs Order as presented.

VI. REASONS FOR DECISION: THE ALLEGATIONS

A. Generally

30. The Hearing Tribunal sees protection of the public as the primary consideration in this matter.
31. The ACSW is a self-governing professional body established under the *HPA* and is responsible for regulation of the Social Work profession in the public interest. This includes ensuring that all ACSW regulated members practice their profession in a manner that protects the public from unsafe, incompetent or unethical acts. Of significant importance is ensuring that ACSW regulated members do not engage in personal, intimate or sexual relationships with clients or other persons where there is a differential of power and trust.
32. ACSW regulated members must never engage in prohibited relationships, must not breach professional boundaries and must always be proactive and prompt in terms of case management and seeking appropriate consultation. Candor and accountability are cornerstones of the social work profession.
33. These fundamental obligations were breached when the Member acted as a case manager, including when she had a personal, intimate and sexual relationship with SF, the father of the children.
34. After carefully considering all of the information and evidence presented during the Hearing, the Hearing Tribunal accepts all of the admissions of unprofessional conduct by the Member.
35. The factual basis for all of the Allegations was proven as the result of uncontradicted evidence presented to the Hearing Tribunal. Bearing in mind the Admission signed by the Member, the Hearing Tribunal also concluded that the proven actions of the Member constituted unprofessional conduct since, again, they were a clear breach of the Member's core ethical and professional obligations.

B. Analysis

36. The proven unprofessional conduct is clearly a breach of the ACSW's Standards of Practice and Code of Ethics and clearly constitutes unprofessional conduct under the *HPA*.
37. In terms of Allegation 2, members of the social work profession are not permitted to have sexual relationships with clients as those constitute prohibited relationships and boundary violations. The relationship between a client and related persons involves a power imbalance where those persons are in a vulnerable position. As well, those persons place trust in the social worker to act professionally and ethically. Having an inappropriate sexual relationship with SF was highly unprofessional and was a breach of the core fundamental ethical obligations of a social worker.
38. In addition to certainly being unprofessional conduct under the *HPA*, the Member's admitted actions constituted sexual misconduct. Sexual misconduct represents very severe and egregious unprofessional conduct on the part of a social worker.
39. In addition to having committed sexual misconduct, the failure to be honest with a CFS investigator and the lack of records to substantiate the Member's assertions about text messages and communication with SF significantly undermines the public's confidence in the integrity of the social work profession and reflects deliberate deceptive behavior.
40. This was not a "grey area". Instead, the Member's choices were deliberate and were a marked departure from the professional and ethical obligations of a Social Worker.

VII. REASONS FOR DECISION: SANCTIONS

A. The Joint Sanctions Proposal

41. As part of the Consent Order, the parties also jointly presented an Orders as to Sanctions (the "**Sanction Orders**") and a costs order (the "**Costs Order**") recommendation as follows:

"ORDERS AS TO SANCTIONS"

1. A Reprimand shall be issued as against Ms. Stott.
2. Ms. Stott's practice of social work shall be cancelled for a minimum period of five (5) years before which she may proceed with an application for registration.
3. Prior to any application by Ms. Stott to re-register, Ms. Stott, at her own cost, shall be required to complete a University level Professional boundaries and ethics course as approved by the Complaints Director. The cost of this course shall be the responsibility of Ms. Stott.
4. Ms. Stott shall attend within one year of the date of this Order, six (6) consultations with a senior social work practitioner approved by the ACSW before her practice permit will be reinstated. The cost of any such consultation shall be the responsibility of Ms. Stott.
5. The Complaints Director shall maintain the discretion to suspend Ms. Stott's permit to practice pending a Hearing should the Complaints Director, in his sole discretion, conclude that Ms. Stott has breached this Order.

6. There shall be publication of this decision and reasons on a with names basis.

COSTS

1. Ms. Stott shall pay costs of this matter in the amount of \$1,000.00 within one (1) year of the date of this Order.”

42. The Hearing Tribunal is accepting the Sanction Orders and the Costs Order for the reasons described below.

B. The Sanction Orders and the Public Interest Test

43. The Hearing Tribunal acknowledges the significant efforts of the parties in preparing the Consent Order, the Sanction Orders and the Costs Order. The Hearing Tribunal is also aware of the well-established legal principles indicating that deference should be shown to joint submissions on penalties as they promote certainty for both the member and the regulatory body, reduce the time and cost associated with contested hearings and are the result of careful negotiation.
44. Although the Hearing Tribunal retains ultimate discretion in terms of making penalty orders, it is aware of the legal principles which establish that a decision-maker (such as this Hearing Tribunal) should not depart from a joint submission on sanction unless the joint submission brings the administration of justice into disrepute or is contrary to the public interest.
45. For the reasons set out in this decision, the Hearing Tribunal finds that the public interest test for accepting the Sanction Orders was met.
46. The proposed penalty orders must and do convey to the Member, the profession and the public that this conduct will not be tolerated by the ACSW. The ACSW has a clear public protection mandate and an obligation to uphold the integrity of the profession of social work in the eyes of the public.
47. Ultimately, the Hearing Tribunal concludes that the proposed sanctions are reasonable and appropriate and reflect the extremely serious and deliberate nature of the Member's conduct and also her clear acceptance of responsibility for her actions. Very importantly, by the Member admitting unprofessional conduct and agreeing to the terms of a consent hearing, both parties avoided the time, cost and uncertainty associated with a lengthy contested hearing. That also avoided calling witnesses and potentially re-traumatizing them.
48. Publishing this decision with the Member's name is a serious but absolutely necessary consequence for the Member bearing in mind the egregious nature of the unprofessional conduct and the need for public protection. Publication with name in concert with the other penalty orders will serve as a specific deterrent to the Member as well as a general deterrent to other social workers that this type of conduct will not be tolerated and will result in significant penalty orders.
49. The Hearing Tribunal views a costs order as separate and distinct from a sanction or penalty order. Requiring the Member to pay \$1,000.00 within one (1) year of the date of the Hearing Tribunal's order is fair and reasonable having regard to the overall costs which have been incurred by the College in addressing this matter.

50. In summary, the Hearing Tribunal concludes that the sanctions and costs order recommended by both parties are fair, reasonable and appropriate and reflect the seriousness of the Member's conduct as well as her acceptance of responsibility for those actions. They also reflect her efforts in resolving these matters by way of a consent hearing.
51. Accordingly, the Hearing Tribunal makes the following orders in accordance with s. 82 of the *HPA*:

ORDERS AS TO SANCTIONS

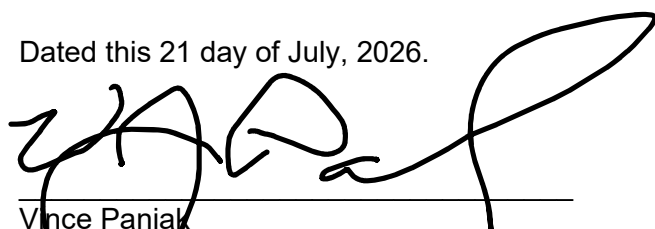
1. A Reprimand shall be issued as against the Member.
2. The Member's practice of social work shall be cancelled for a minimum period of five (5) years before which she may proceed with an application for registration.
3. Prior to any application by the Member to re-register, the Member, at her own cost, shall be required to complete a University level Professional boundaries and ethics course as approved by the Complaints Director. The cost of this course shall be the responsibility of the Member.
4. The Member shall attend within one year of the date of this Order, six (6) consultations with a senior social work practitioner approved by the ACSW before her practice permit will be reinstated. The cost of any such consultation shall be the responsibility of Ms. Stott.
5. The Complaints Director shall maintain the discretion to suspend the Member's permit to practice pending a Hearing should the Complaints Director, in his sole discretion, conclude that the Member has breached this Order.
6. There shall be publication of this decision and reasons on a with names basis.

COSTS

1. The Member shall pay costs of this matter in the amount of \$1,000.00 within one (1) year of the date of this Order.

For clarity, the Hearing Tribunal confirms that it has issued a sealing order pursuant to s.78 of the *HPA* concerning the Investigation Report and directs that it not be part of the public record of this hearing.

Dated this 21 day of July, 2026.



Vince Paniala
Chair on behalf of the Hearing Tribunal