COLLEGE OF
PSYCHOLOGISTS AND
BEHAVIOUR ANALYSTS
OF ONTARIO

BOARD MEETING PACKAGE

2026.03

DATE: SEPTEMBER 25, 2026

TIME: 9:00AM - 4:00PM

110 Eglinton Avenue West, Suite 500
Toronto, Ontario, Canada M4R 1A3
T: 416.961.8817 1.800.489.8388 F: 416.961.2635 www.cpbao.ca

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BOARD MEETING AGENDA 2026.03

SEPTEMBER 25, 2026
9:00 AM to 4:00 PM

Strategic Direction Reflection:
S1 - *Excellence in Care*
S2 - *Membership Engagement*
S3 - *Innovation in Regulation*
S4 - *Continuous Quality Improvement Culture*

AGENDA ITEM	TIME	TOPIC	ACTION	PAGE #	STRATEGIC DIRECTION *
.00	09:00AM–09:05AM (5 mins)	CALL TO ORDER AND LAND ACKNOWLEDGMENT			
.01		APPROVAL OF AGENDA & MINUTES			
.01A	09:05AM – 09:20AM (15 mins)	Review & Approval of Agenda *(P. Bieling)*	**Decision**	**2**	--
.01B		Update on Declarations of Conflicts of Interest *(P. Bieling)*	**Discussion**	**5**	**S3**
.01C		Review & Approval of Minutes – Board Meeting 2026.02 June 19, 2026 *(P. Bieling)*	**Decision**	**44**	--
.01D		Review Action List *(T. DeBono)*	**Discussion**	**49**	--
.01E		Board Meeting Evaluation Review- June 19, 2026 *(P. Bieling)*	**Discussion**	**51**	**S4**
.01F	9:20AM-9:25AM (5 mins)	Strategic Direction Implementation: Chart Update *(T. DeBono)*	**Discussion**	**56**	**ALL**
.02		CONSENT AGENDA ITEMS	Decision		
.02A	09:25AM–09:30AM (5 mins)	Quarterly Committee Reports		--	--
		(1) Executive Committee Report		**58**	**S1**
		(2) Registration Committee Report		**60**	
		(3) Inquiries, Complaints and Reports Committee Report		**63**	
		(4) Discipline Committee Report		**67**	
		(5) Quality Assurance Committee Report		**69**	
		(6) Client Relations Committee Report		**71**	
		(7) Finance & Audit Committee Report		**72**	
		(8) Governance and Nominations Committee Report		**74**	
.02B		Board Chair's Report	--	**75**	**S1**
.02C		Registrar & CEO Report	--	**76**	**S1**

AGENDA ITEM	TIME	TOPIC	ACTION	PAGE #	STRATEGIC DIRECTION *
.02D		Approval of 2025-2026 Committees Annual Reports	--	**77**	**S1**
.03		**IN CAMERA ITEMS**[1]			
.03A	09:30AM – 09:45AM (15 mins)	Salary Range Adjustment *(T. DeBono, S. Morton)*	**Decision**	--	**S4**
9:45AM-10:00AM		**BREAK**			
.04		**AUDITED FINANCIAL STATEMENTS 2025-2026**			
.04A	10AM-10:45AM (45 mins)	Audit 2025-2026: Audited Financial Statements Year-Ending May 31, 2026 – Presentation of Audited Financial Statements *Ms. Liana Bell, Hilborn LLP (10:00AM)* • *Approval of Audited Financial Statements 2025-2026* • *Appointment of Auditors for 2026-2027*	**Decision**	**97**	**S4**
.05		**POLICY ISSUES**			
.05A	10:45AM-11:15AM (30 mins)	By-law 25*: The Register and Related Matters* Amendment- Consultation Results *(Z. Yetnikoff, T. DeBono)*	**Decision**	**116**	**S3, S4**
.05B	11:15AM-11:25AM (10 mins)	By-law 22: *Professional Liability Insurance* Amendment *(J. Kitchen)*	**Decision**	**142**	**S3**
.05C	11:25AM-11:35AM (10 mins)	By-law 18: Fees (*T. DeBono)*	**Decision**	**149**	**S2**
.05D	11:35AM-11:45AM (10 mins)	Board Meeting Recordings (*T. DeBono)*	**Decision**	**157**	**S3**
.05E	11:45AM – 11:50AM (5 mins)	Inquiries, Reports and Complaints Committee (ICRC) Policy Updates *(Z. Yetnikoff)* • Policy II-3(iii)*: Appearance Before a Panel of the Inquiries, Complaints and Reports Committee to be Cautioned.*	**Decision**	**164**	**S4**

[1] **Not available to the Public** – The Board will go in-camera in accordance with *RHPA, Schedule 2 Section 7(2)(e)*

AGENDA ITEM	TIME	TOPIC	ACTION	PAGE #	STRATEGIC DIRECTION *
		• Policy II-3(iv)*: Responding to Requests for Extensions to Make Written Submissions.* • Policy II-3(v)*: Reporting to Police and Other Authorities*			
.05F	11:50AM – 11:55AM (5 mins)	Finance and Audit Committee (FAC) Policy Updates *(T. DeBono)* • Policy II-8(i): *Terms of Reference/Role* • Policy III F-6*: Registrar's Expense Approval*	**Decision**	**172**	**S2, S4**
12:00 PM – 1:00 PM		**LUNCH**			
.06		**BUSINESS ISSUES**			
.06A	1:00PM-1:10PM (10 mins)	Registrant Demographic Data *(T. DeBono)*	**Information**	**178**	**S2**
.07		**STRATEGIC ISSUES**			
.07A	1:10PM-1:20PM (10 mins)	Key Performance Indicators (KPI) Update *(J. Kitchen)*	**Information**	**181**	**ALL**
.08		**OTHER BUSINESS**			
.08A	--	Next Board Meeting: • December 11, 2026 – Board Meeting (Virtual-zoom)	**Information**	--	--
.09		**ADJOURNMENT**			

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DECLARATION, UNDERTAKING AND AGREEMENT

Policy I – 6(a) Conflict of Interest and Reasonable Perception of Bias

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Please review the following three statements and complete this form by signing on page 2. The information will be reviewed by CPBAO to determine whether a conflict of interest or reasonable perception of bias exists or may be perceived to exist, and the extent of the impact of any conflicts or potential conflicts on your involvement with the provision of CPBAO services. Please note that listing a potential conflict does not necessarily mean that a conflict of interest exists. Please disclose your conflict even if you do not think it creates a conflict of interest.

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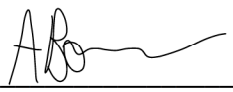
Andrew Bonner

Name



Signature

June 3, 2026

Date

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Conrad Leung

Name

Conrad Leung Digitally signed by Conrad Leung
Date: 2026.07.15 17:32:17 -04'00'

Signature

July 15, 2026

Date

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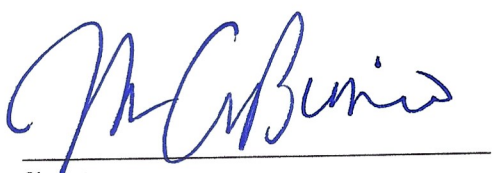
JOHN CAPOBIANCO

Name



Signature

MARCH 25th, 2026

Date

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Name Ken Morean

Signature

Date July 6, 2026

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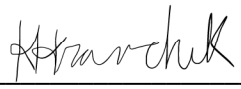
Kieva Hranchuk

Name



Signature

09/01/2026

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Kofi Belfon

Name

Kofi Belfon Digitally signed by Kofi Belfon
Date: 2026.05.21 15:28:05 -04'00'

Signature

May 21, 2026

Date

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If the answer to any of the above statements is YES, list the name of organization(s), position(s), timeframe position(s) was held and any additional information that may be relevant:

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I have read the College's policy on *Conflict of Interest and Reasonable Perception of Bias*, understand it and will act in compliance with it to the best of my ability. If, at any time, I am uncertain about or unable to comply with this policy, I will seek appropriate consultation from the Board Chair, as early as possible, before taking any action which may be in breach of this Policy.

Louise Harris

Name

Louise Harris

Signature

August 2, 2026

Date

COLLEGE OF
PSYCHOLOGISTS AND
BEHAVIOUR ANALYSTS
OF ONTARIO

110 Eglinton Avenue West, Suite 500
Toronto, Ontario, Canada M4R 1A3
T: 416.961.8817 1.800.489.8388
F: 416.961.2635 www.cpbao.ca

DECLARATION, UNDERTAKING AND AGREEMENT

Policy I – 6(a) Conflict of Interest and Reasonable Perception of Bias

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Maggie Toplak

Name

Maggie Toplak

Signature

July 5, 2026

Date

COLLEGE OF
PSYCHOLOGISTS AND
BEHAVIOUR ANALYSTS
OF ONTARIO

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Marian Boer

Name

Dr. Marian Boer Digitally signed by Dr. Marian Boer
Date: 2026.09.01 20:23:11 -04'00'

Signature

Sept. 1, 2026

Date

COLLEGE OF
PSYCHOLOGISTS AND
BEHAVIOUR ANALYSTS
OF ONTARIO

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Mitchell Blass

Name

Signature

May 17, 2026

Date

COLLEGE OF
PSYCHOLOGISTS AND
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OF ONTARIO

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Nadia DiRidolfi

Name

Nadia DiRidolfi Digitally signed by Nadia DiRidolfi
Date: 2026.07.20 08:24:32 -04'00'

Signature

Date

COLLEGE OF
PSYCHOLOGISTS AND
BEHAVIOUR ANALYSTS
OF ONTARIO

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I declare no conflicts of interest.

_____

_____

_____

I have read the College's policy on *Conflict of Interest and Reasonable Perception of Bias*, understand it and will act in compliance with it to the best of my ability. If, at any time, I am uncertain about or unable to comply with this policy, I will seek appropriate consultation from the Board Chair, as early as possible, before taking any action which may be in breach of this Policy.

Olivia Ng

Name

Olivia Ng Digitally signed by Olivia Ng
Date: 2026.07.08 18:06:39 -04'00'

Signature

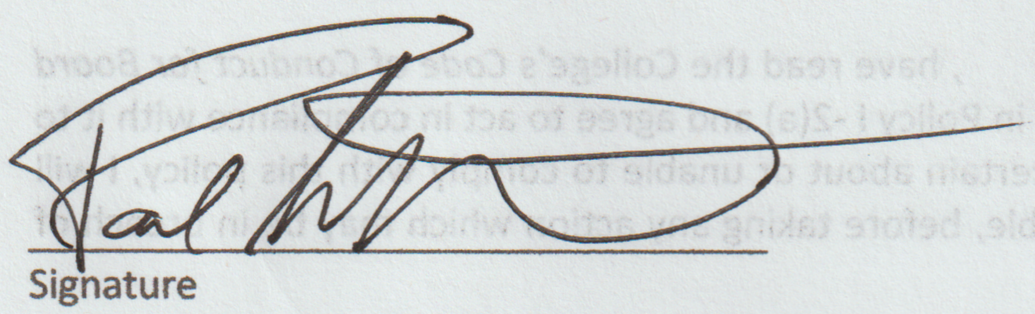
July 8, 2026

Date

I have read the College's policy on *Conflict of Interest and Reasonable Perception of Bias*, understand it and will act in compliance with it to the best of my ability. If, at any time, I am uncertain about or unable to comply with this policy, I will seek appropriate consultation from the Board Chair, as early as possible, before taking any action which may be in breach of this Policy.

Paul Stopciati

Name



Signature

July 4, 2026

Date

COLLEGE OF
PSYCHOLOGISTS AND
BEHAVIOUR ANALYSTS
OF ONTARIO

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Toronto, Ontario, Canada M4R 1A3
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Peter Bieling

Name

Users, Peter Bieling

Digitally signed by Users, Peter Bieling
Date: 2026.09.09 08:39:08 -04'00'

Signature

Sep 9 2026

Date

COLLEGE OF
PSYCHOLOGISTS AND
BEHAVIOUR ANALYSTS
OF ONTARIO

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N/A

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Rachel Wayne

Name

Signature

June 6, 2026

Date

COLLEGE OF
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OF ONTARIO

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Rakesh Joshi

Name

Signature

24/3/26

Date

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If the answer to any of the above statements is YES, list the name of organization(s), position(s), timeframe position(s) was held and any additional information that may be relevant:

_____

_____

_____

I have read the College's policy on *Conflict of Interest and Reasonable Perception of Bias*, understand it and will act in compliance with it to the best of my ability. If, at any time, I am uncertain about or unable to comply with this policy, I will seek appropriate consultation from the Board Chair, as early as possible, before taking any action which may be in breach of this Policy.

Scott Warnock

Name

Scott Warnock

Signature

July 17/2026

Date

COLLEGE OF
PSYCHOLOGISTS AND
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Toronto, Ontario, Canada M4R 1A3
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DECLARATION, UNDERTAKING AND AGREEMENT

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If the answer to any of the above statements is YES, list the name of organization(s), position(s), timeframe position(s) was held and any additional information that may be relevant:

I am the Provincial Psychologist for the Ministry of Labour, Immigration, Training and Skills development, and as such, am a public servant and have obligations as such.

There is a perceived risk of conflict with my competing fiduciary duty to the public, which i am well aware of and will manage.

I have read the College's policy on *Conflict of Interest and Reasonable Perception of Bias*, understand it and will act in compliance with it to the best of my ability. If, at any time, I am uncertain about or unable to comply with this policy, I will seek appropriate consultation from the Board Chair, as early as possible, before taking any action which may be in breach of this Policy.

Dr. Sonya Dhillon

Name

Dr. Sonya Dhillon Digitally signed by Dr. Sonya Dhillon
Date: 2026.06.11 12:31:19 -04'00'

Signature

2026-06-11

Date

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If the answer to any of the above statements is YES, list the name of organization(s), position(s), timeframe position(s) was held and any additional information that may be relevant:

No Conflicts.

I have read the College's policy on *Conflict of Interest and Reasonable Perception of Bias*, understand it and will act in compliance with it to the best of my ability. If, at any time, I am uncertain about or unable to comply with this policy, I will seek appropriate consultation from the Board Chair, as early as possible, before taking any action which may be in breach of this Policy.

Fred Schmidt

Name

Fred Schmidt

Signature

July 3/2026

Date

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If the answer to any of the above statements is YES, list the name of organization(s), position(s), timeframe position(s) was held and any additional information that may be relevant:

The Canadian Academy of Psychologists in Disability Assessment is developing the Canadian Board of Professional Psychology

Currently, I am involved in helping set up the technology for the organization and involved in discussions around training

for neuropsychology.

I have read the College's policy on *Conflict of Interest and Reasonable Perception of Bias*, understand it and will act in compliance with it to the best of my ability. If, at any time, I am uncertain about or unable to comply with this policy, I will seek appropriate consultation from the Board Chair, as early as possible, before taking any action which may be in breach of this Policy.

Dr. David Kurzman

Name

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Digitally signed by 6bd47aef-9d4b-4116-b8a3-022ff8d65e2b
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Date: 2026.09.10 15:30:23 -04'00'

Signature

September 10, 2026

Date

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BOARD MEETING MINUTES 2026.02

To view the Meeting Materials and Briefing Notes corresponding to these Minutes please click here.

JUNE 19, 2026

PRESENT:
Peter Bieling, Ph.D., C.Psych., Board Chair
Scott Warnock, Public Director, Board Vice-Chair
Marian Boer, Ph.D., C.Psych.
Fred Schmidt, Ph.D., C.Psych.
Rachel Wayne, Ph.D., C.Psych.
Maggie Toplak, Ph.D., C.Psych.
Kieva Hranchuk, Ph.D., R.B.A (Ont.), BCBA – D
Olivia Ng, M.A., R.B.A (Ont.), BCBA
Ken Moreau, Public Director
Paul Stopciati, Public Director
David Kurzman, Ph.D., C.Psych.
John Capobianco, Public Director
Rakesh Joshi, Public Director
Kofi Belfon, Ph.D., C.Psych
Andrew Bonner, Ph.D., R.B.A. (Ont.)
Sonya Dhillon, Ph.D., C.Psych.
Mitchell Blass, Public Director
Conrad Leung, M.ADS, R.B.A (Ont.), BCBA

REGRETS:
Cameron Ross, Public Director
Mary Kalantzis, Public Director
Nadia Di Ridolfi, Public Director

STAFF:
Tony Debono, MBA, Ph.D., C. Psych., Registrar & CEO
Zimra Yetnikoff, Deputy Registrar & Director, Investigations and Hearings
Jennifer Kitchen, Director, Professional Affairs
Lesia Mackanyn, Director, Registration
Stephanie Morton, Director, Corporate Services
Nadine Yacoub, Communications Officer
Krista Babwah, Assistant to the Registrar, recorder

2026.02.00 CALL TO ORDER
The Chair called the meeting to order at 9:01AM.

DRAFT

The meeting was held via Zoom, with some staff attending in person at the College, and was livestreamed on YouTube.

2026.02.00A WELCOME NEW AND RETURNING BOARD MEMBERS

Board Directors were introduced.

2026.02.00B EXECUTIVE COMMITTEE ELECTIONS AND BOARD APPOINTMENTS

A question period was held regarding the Executive Committee elections, followed by voting. The Board appointments were then announced.

2026.02.01 APPROVAL OF THE AGENDA AND MINUTES

2026.02.01A APPROVAL OF AGENDA

2026.02.01B DECLARATIONS OF CONFLICTS OF INTEREST

The Chair called for declarations of conflicts of interest. No conflicts of interest were declared.

It was MOVED by Ken Moreau, seconded by Paul Stopciati
That the agenda be approved.
CARRIED

2026.02.01C APPROVAL OF THE MINUTES OF THE MARCH 26, 2026 SPECIAL BOARD MEETING

It was MOVED by Marian Boer, seconded by Kieva Hranchuk
That the minutes of the Special Board meeting held on March 26, 2026 be approved.
CARRIED

2026.02.01D APPROVAL OF THE MINUTES OF THE MARCH 27, 2026 BOARD MEETING

It was MOVED by Fred Schmidt, seconded by Olivia Ng
That the minutes of the Board meeting held on March 27, 2026 be approved.
CARRIED

2026.02.01E APPROVAL OF THE MINUTES OF THE JUNE 1, 2026 SPECIAL BOARD MEETING

It was MOVED by Ken Moreau, seconded by Marian Boer
That the minutes of the Special Board meeting held on June 1, 2026 be approved.
CARRIED

2026.02.01F REVIEW OF ACTION LIST

The Registrar & CEO provided an update on the Action List and noted items that were completed, outstanding or on today's meeting Agenda.

DRAFT

2026.02.01G BOARD MEETING EVALUATION REVIEW

The Board reviewed the March 27, 2026 Board Meeting Evaluation Report.

2026.02.02 IN CAMERA ITEMS

It was MOVED by Scott Warnock, seconded by John Capobianco
That the Board move in camera to discuss items .02A and .02B.

CARRIED

The Board moved in camera in accordance with the Regulated Health Professions Act, Schedule 2 subsection 7(2)(b).

.02A BOARD TRAINING DAY EVALUATION REPORT

The Board reviewed and discussed the March 26, 2025 Board Training Day Evaluation results.

.02B CFTA - PSYCHOLOGIST TITLE - LEGAL ADVICE 2020

The Board discussed the matter in accordance with the Regulated Health Professions Act, Schedule 2, subsection 7(2)(e).

The Board recessed for 15 minutes and returned to the in-camera session at 11:21AM.

It was MOVED by Andrew Bonner
That the Board move out of the in-camera session and return to regular session on livestream.
CARRIED

2026.02.03 CONSENT AGENDA ITEMS

The Board received the Consent Agenda.

2026.02.04 POLICY ISSUES

.04A STANDARDS WORKING GROUP

The Director of Professional Affairs presented a briefing note regarding the establishment of a Standards Working Group, and the Board discussed the matter.

It was MOVED by Scott Warnock
To establish a Standards Working Group that is tasked with regularly reviewing and updating select standards on an ongoing basis.
In favour: 15
Opposed: 1

DRAFT

CARRIED

.04B BY-LAW 25 AMENDMENT

The Deputy Registrar presented a briefing note regarding the proposed amendment to By-law 25, and the Board discussed the matter.

It was MOVED by Fred Schmidt
That the amendments to By-law 25: The Register and Related Matters be approved for circulation to the registrants.

In favour: 15
Opposed:0
Abstentions: 0

CARRIED

.04C JURISPRUDENCE AND ETHICS EXAMINATION (JEE) UPDATE

The Director of Registration provided an oral update regarding JEE module development, and the Board discussed concerns and questions regarding the updated module.

The meeting recessed for lunch and resumed at 1:25PM

2026.02.05 BUSINESS ISSUES

.05A THIRD PARTY BOARD EFFECTIVENESS ASSESSMENT

The Registrar & CEO presented a briefing note regarding the third-party Board effectiveness assessment. The full assessment report was included in the meeting materials, and a governance review action plan was also presented. The Board discussed the assessment report and the proposed action plan.

.05B APPOINTMENT OF SIGNING OFFICERS

The Registrar & CEO presented a briefing note regarding the appointment of signing officers. The Board discussed the proposed appointments and asked questions regarding the signing officer process and requirements.

It was MOVED by Paul Stopciati
That, as Dr. Peter Bieling has been elected Chair and Mr. Scott Warnock has been re-elected Vice-Chair, their names continue to be listed as signing officers.

CARRIED

It was MOVED by Paul Stopciati

DRAFT

That, as the Chair and Vice-Chair reside outside of the GTA, Dr. David Kurzman and Dr. Rachel Wayne be added to the list of signing officers as per Section 9.8.5 of *By-law 9: Banking and Finance.*

CARRIED

2026.02.06 STRATEGIC ISSUES

.06A KEY PERFORMANCE INDICATORS (KPI) UPDATE

The Director of Professional Affairs presented an update on current KPIs and proposed KPIs for the 2026–2027 fiscal year, and the Board discussed the proposed KPIs and future KPI reports.

.06B STRATEGIC DIRECTION IMPLEMENTATION: CHART UPDATE

The Registrar & CEO presented an update on the Strategic Direction Implementation Chart and the Board discussed the matter.

2026.02.07 OTHER BUSINESS

.07A NEXT BOARD MEETINGS SCHEDULED:

- September 25, 2026 (In-person)
    - Training Day September 24, 2026 (In-person)

2026.02.08 ADJOURNMENT

There being no further business,

It was MOVED by Ken Moreau
That the Board Meeting be adjourned.

CARRIED

The Board meeting was adjourned at 2:30PM

_____

Peter Bieling, Ph.D., C.Psych., Board Chair

Minutes approved at the Board Meeting on September 25, 2026.

DRAFT

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

ACTION LIST - BOARD

Item:	Responsibility:	Action:	Status:	Target Completion Date
2024.06.03C	Registration Committee	Provide guidelines on how to process VSC with positive check.	**In process** *College to present at the December 2026 Board Meeting*	**December 2026**
2025.02.03F	Registration Committee	Provide required operational updates in anticipation of changes regarding registration modernization.	**Not started** *This action item will commence pending registration regulation changes.*	TBA, Pending Ministry Approval
2025.02.03G	Office of the Deputy Registrar	Staff to apprise the Ministry of Health of any amendments to the RHPA and/or Act that would be necessary to achieve the Board's governance modernization goals.	**In process** *Necessary amendments are under review.*	TBA
2025.03.04A	Office of the Registrar	Develop an annual assessment tool and mechanism to review effectiveness of the proposed registration amendments and present it to the Board.	**Not started** *This action item will commence pending registration regulation changes.*	TBA, Pending Ministry Approval
2025.03.04C	Registration Department	College to obtain updated Statement of Work from *Meazure Learning Inc.* to determine costs for ongoing maintenance of the OEPPABA.	**Completed** *An initial SOW has been received from Meazure; Reviewed by staff.*	**March 2026**
2025.03.04I	Office of the Deputy Registrar	Staff to update the terminology in all College Bylaws, policies, and other documents and communications.	**Completed** *The College has completed updates to the by-laws and the policies & procedures manual. Website updates completed.*	**March 2026**
2026.01.07A	Office of the Deputy Registrar	Prepare policy suggestions, to be put together by College staff, for Board consideration regarding the future handling of Board meeting recordings.	**Completed**	**September 2026, On Agenda**

Item:	Responsibility:	Action:	Status:	Target Completion Date
2026.01.07B	Office of the Registrar	Develop a plan to provide the Board with training on modern parliamentary procedure.	**Completed** *September Training Day*	**September 2026**

COLLEGE OF
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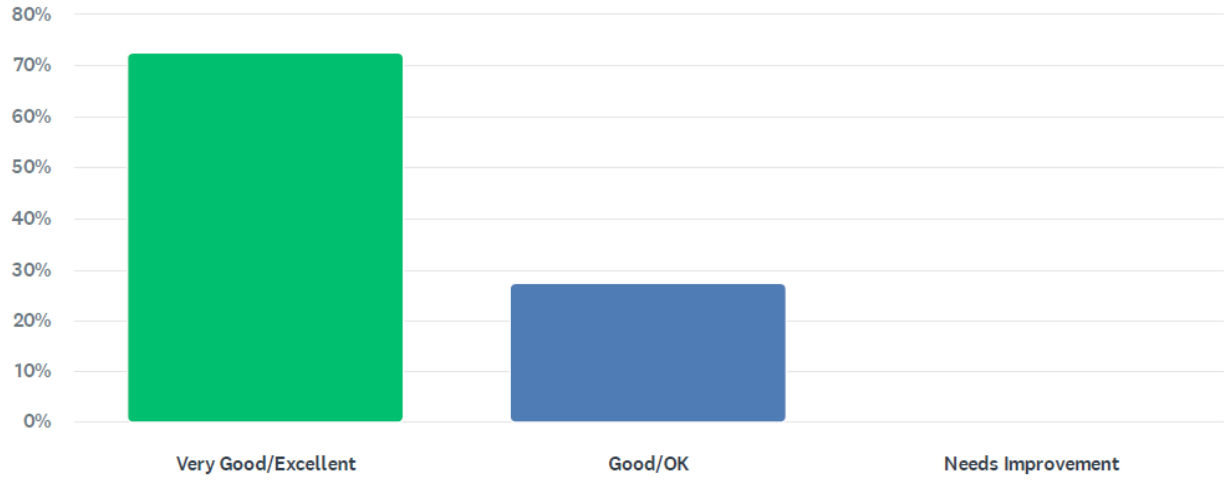
OF ONTARIO

2026.03.01E

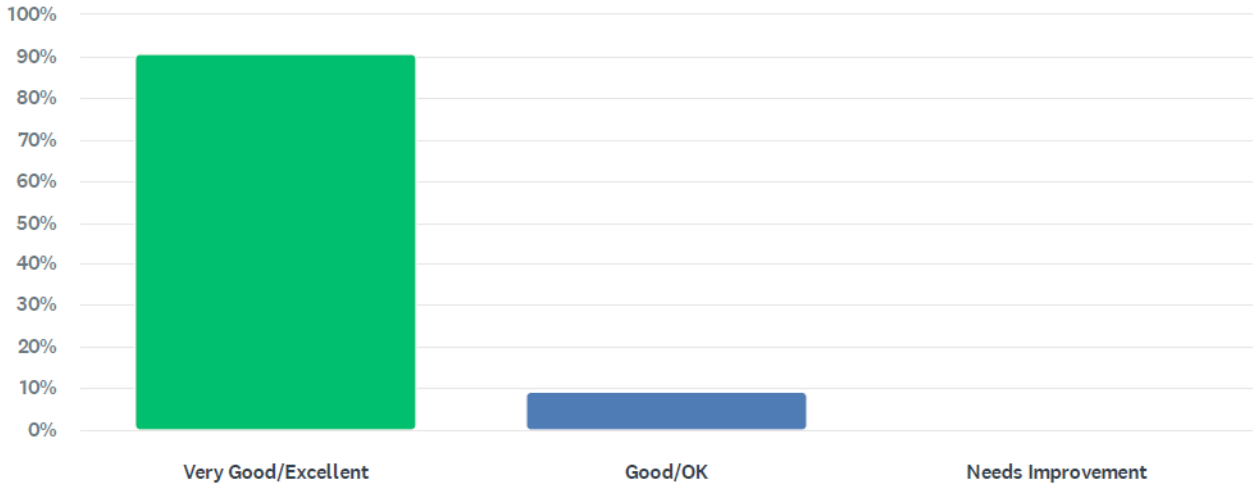
BOARD MEETING EVALUATION SUMMARY

BOARD MEETING JUNE 19, 2026

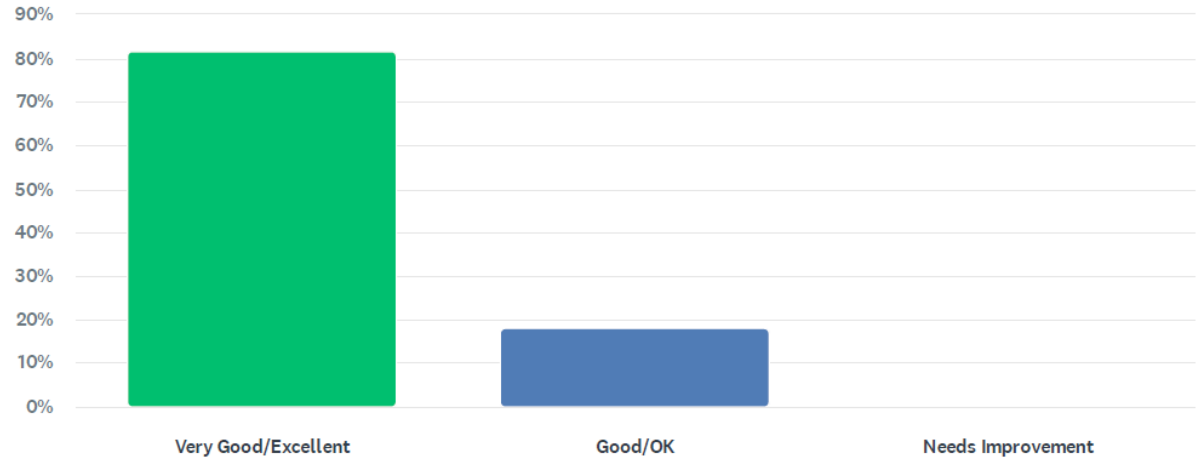
The Board meeting agenda and materials were received in a timely manner.



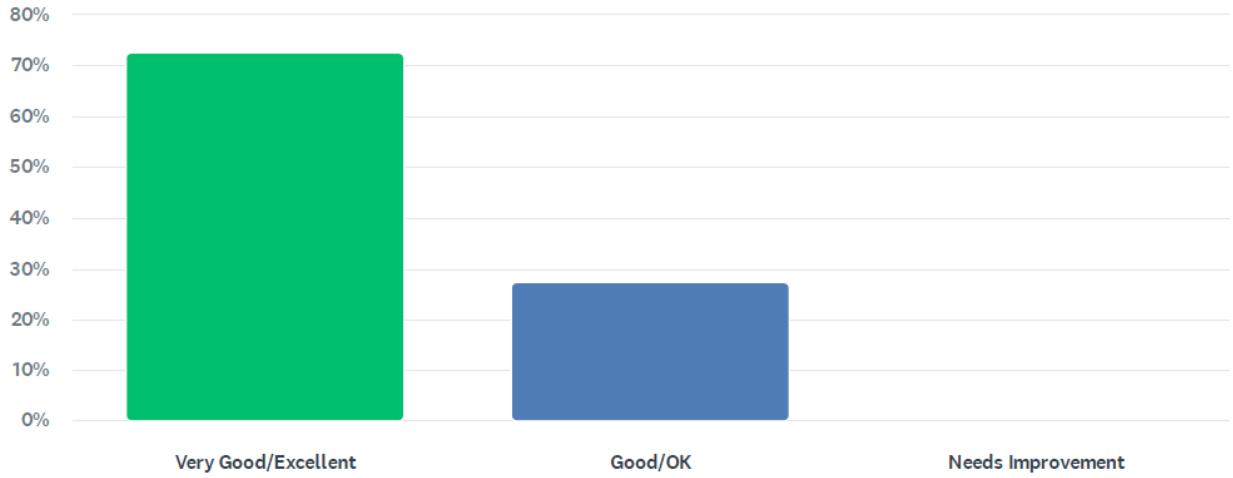
Agenda items were appropriate for Board discussions. Topics were relevant to the mandate and strategic direction of the College.



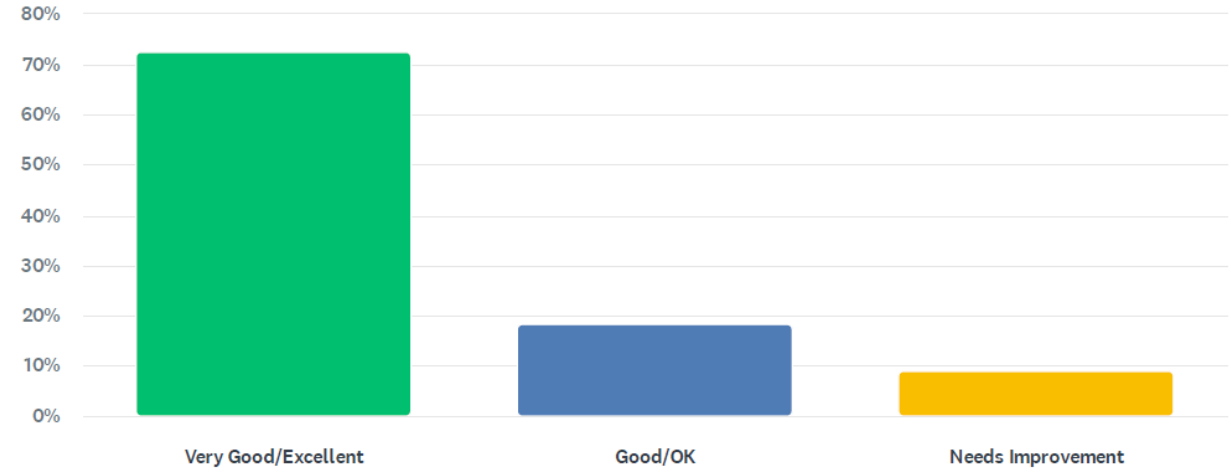
The materials (agenda, briefing notes, attachments) were useful and sufficient to assist me in forming an opinion on decisions to be made by the Board.



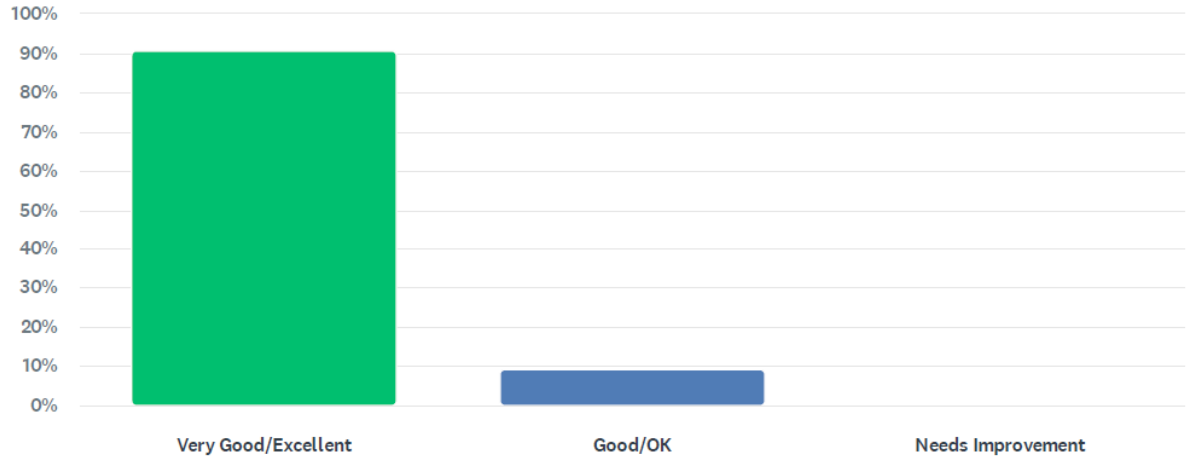
The public interest was considered in all discussions.



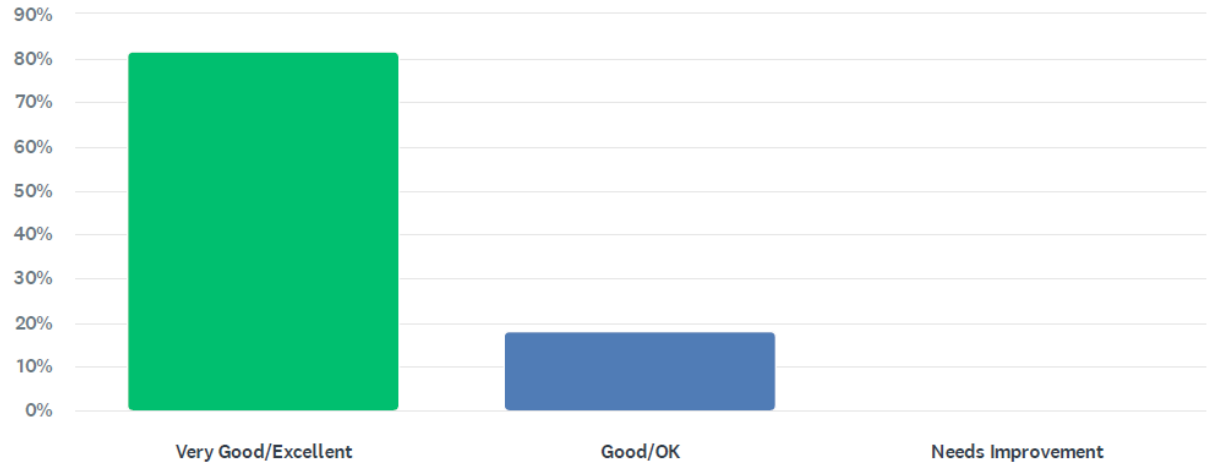
Time was used effectively to each agenda item. Questions and discussions remained on topic.



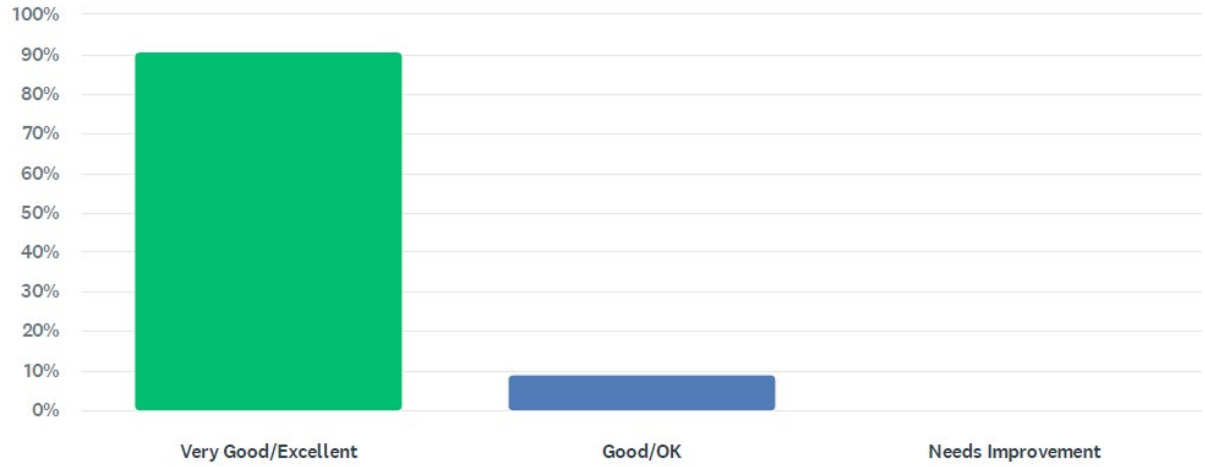
There was opportunity for me to be actively engaged in all discussions and I felt comfortable participating in the Board discussions.



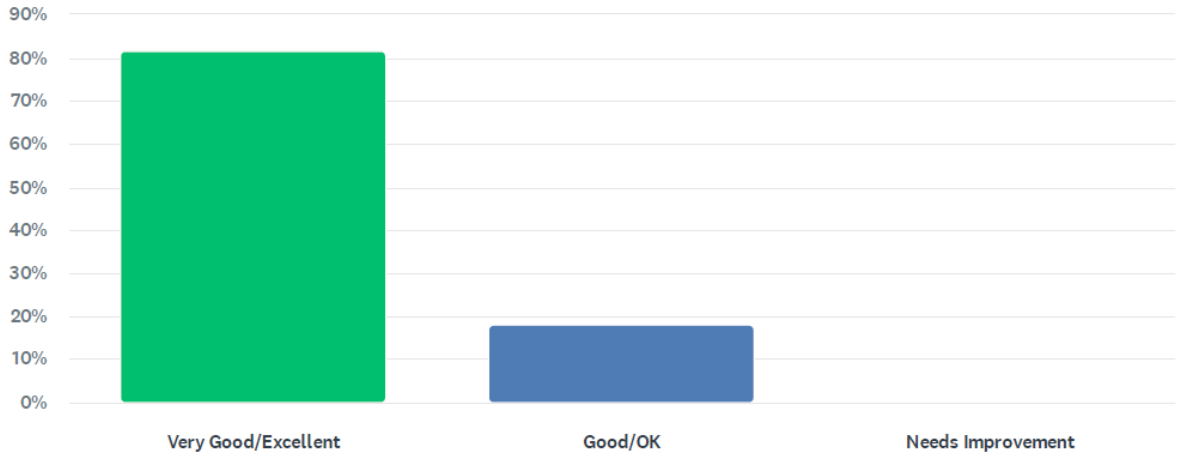
I was satisfied with the way in which other members of the Board contributed to discussions and debate. There was a positive climate of trust and respect. Disagreements were handled openly, honestly, and directly.



Where appropriate, Next Steps and Action Items were clearly identified.



In general, Board Members appeared prepared for the meeting and engaged in discussion and decision-making.



The Board Chair led the meeting in a manner that enhanced the Board's performance and decision-making.

ADDITIONAL COMMENTS

Q1: The Board meeting agenda and materials were received in a timely manner.	1. Thank you. 2. Would like to discuss potential change to the briefing note format to make them better reflect the notes which you're provided to ministers for briefings. For example, rather than simply risks, consider pros and cons more holistically, impacts on registrants, the public, the public, financial implications, if any, communications implications, impacts or linkages to other strategic goals or policy within the College, etc.etc..
Q2: Agenda items were appropriate for Board discussions. Topics were relevant to the mandate and strategic direction of the College.	1. Except when the discussion turned to whether the Board should get a legal opinion.
Q3: The materials (agenda, briefing notes, attachments) were useful and sufficient to assist me in forming an opinion on decisions to be made by the Board.	1. Would like to discuss potential change to the briefing note format to make them better reflect the notes which you're provided to ministers for briefings. For example, rather than simply risks, consider pros and cons more holistically, impacts on registrants, the public, financial implications, if any, communications implications, impacts or linkages to other strategic goals or policy within the College, etc.etc..
Q5: Time was used effectively to each agenda item. Questions and discussions remained on topic.	1. Agenda items were not rushed, chair allowed for ample discussion today.
Q11: What is one thing that worked well in this meeting?	1. The Staff were able to step in with information needed to move the meeting forward and how well they interacted with the Chair 2. I appreciated the presence of the parliamentarian at the meeting. I wonder if he has noticed any recurring issues and if he has any advice on how to address them moving forward. 3. The chair allowed as many council members as possible to speak when the opportunity was presented.
Q12: What could be improved for future meetings?	1. communications on the voting process should have been explained before the meeting and why we were sent into a breakout room twice in the meeting 2. Pausing before moving on so folks on zoom have a chance to contribute - lags happen and it can take time to be acknowledged 3. The meeting was productive and there was a better sense of Board cohesion at this meeting compared to past meetings. 4. Curtail discussion on issues that have been addressed previously and to prevent same council members from speaking multiple times and virtually repeating themselves.

COLLEGE OF
PSYCHOLOGISTS AND
BEHAVIOUR ANALYSTS
OF ONTARIO

STRATEGIC DIRECTION 2023-2028

2026.03.01F

MISSION *[Why we exist]*
To protect the public through the responsible regulation of psychological and behavioural care.

VISION *[What we aspire to be]*
Excellence in self-regulation and quality psychological and behavioural care for the people of Ontario.

VALUES *[What we uphold in all our activities]*

Beneficence: The College functions in service of the public good.

Dignity: The College treats all persons and peoples with dignity.

Fairness: The College approaches decisions in a just, reasonable and impartial manner.

Accountability: The College acts as a self-sustaining, responsible steward of resources grounded in the fiduciary duty to the public.

Integrity: The College acts honestly, ethically, and responsibly.

STRATEGIES *[How we accomplish our Mission]*
Strategy 2023-2028 is an ecological model that will focus on four interrelated priorities. At the core of the strategy is excellence in care, ensuring that the public receives ethical, safe, and high-quality services. Quality care is delivered through our registrants/members who have expertise to impart upon their peers and who participate on College Council, Committees, and Workgroups. The College will need to continue to modernize its regulation practices to best meet the needs of the public, now, and into the future (including "Right-Touch Regulation"). Encapsulating the overall strategy is a commitment to continuous quality improvement of College processes with a focus on maximizing value and minimizing waste.

This work will be informed by principles that will guide the College in all of its activities:

- Cultivate a College culture of humility grounded in a growth mindset.
- Apply innovative and proportionate approaches to regulation.
- Engage members to impart expertise to each other and the communities they serve.
- Remain agile in responding to advancements in society, technology, and the profession to meet the needs of Ontarians.

2023-2028 IMPLEMENTATION CHART - UPDATED SEPTEMBER 25, 2026

Agenda Key	Strategies	Recent Activities	In Development
S1	Excellence in Care	• CPMF "EDI"/Human Rights Plan (March 2025) • USA to Ontario Labour Mobility Expansion (March 2025) • **IPV Webinar (September 22, 2026)**	• Scope of Practice - RxP – (Awaiting Next Steps from the Ministry) • Professional Practice FAQ webpage updates • **Demographic Data Collection (on agenda)**
S2	Membership Engagement	• Approved further amendments to Per Diem and Expense Claims Policy. (September 2025) • Governance Modernization Strategies including amendments to By-laws and College Policies. (September 2025) • **QA feedback survey (August 2026)**	• Proposed Membership Engagement and Communications Strategy (in-process) • **Board Orientation Module (in-process to be launched at upcoming election cycle)**
S3	Innovation in Regulation	• Governance Modernization Updates (December 2025) • As of Right – successful launch on January 1, 2026	• Registration Regulation Amendments (Awaiting Next Steps from the Ministry) • **Standards Working Group (in-process)**
S4	Continuous Quality Improvement Culture	• Review and Amendments to College' Policies related to Quality Assurance (March 2026), Inquiries, Complaints and Reports Committee, Discipline Committee and Finance and Audit Committee. (September 2025) • Maintenance of Ontario Examination for Professional Practice in Applied Behaviour Analysis (OEPPABA) • **KPI approval and monitoring (on agenda)**	• **Review of College Fees (on agenda)** • **Jurisprudence and Ethics Examination Re-Imagining (Approved December 2024; launching Fall 2026)** • **Third-party Board effectiveness assessment (Completed – implementation in process)** • **By-law 22 re-consideration (on-agenda)**

The items shown in BLUE have been added or updated by the Registrar since May 31, 2026, as activities undertaken in service of the College's Strategic Directions 2023-2028.

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

REPORT TO BOARD

2026.03.02A

FIRST QUARTER, JUNE 1, 2026 – AUGUST 31, 2026

EXECUTIVE COMMITTEE

COMMITTEE MEMBERS:

Peter Bieling, Chair	Board Director
Scott Warnock, Vice- Chair	Public Board Director
Kieva Hranchuk	Board Director
Olivia Ng	Board Director
Paul Stopciati	Public Board Director

STAFF

Tony DeBono, Registrar & CEO
Zimra Yetnikoff, Deputy Registrar and Director, Investigations and Hearings
Krista Babwah, Assistant to the Registrar

MEETINGS

The Executive Committee met on:

- June 19, 2026 (after Board)
- August 28, 2026

ITEMS TO BOARD FOR DECISION

Several College policy items were discussed to be brought forward for Board consideration at the September 2026 meeting. These included amendments to policies within the purview of the:

- Inquiries, Complaints and Reports Committee
  - o Policy II-3(iii): Appearance Before a Panel of the Inquiries, Complaints and Reports Committee to be Cautioned
  - o Policy II-3(iv): Responding to Requests for Extensions to Make Written Submissions
  - o Policy II-3(v): Reporting to Police and Other Authorities

- Finance and Audit Committee
  - o Policy II-8(i): Finance and Audit Committee: Terms of Reference/Role
  - o Policy III F-6: Registrar's Expense Approval

The Executive Committee also discussed the following items which are being brought forward for Board consideration and approval:

- By-law 18: Fees
  - o Inflationary corrections and regular adjustments to registration, application and examination fees

- By-law 22: Professional Liability Insurance
  - o Amendments to the By-law

- Board Meeting Recordings
    - Adoption of Option 3: provide livestream + recording until minutes are approved

- Salary Range Adjustments
    - Salary ranges for 2026–2027 to 2029–2030

- Draft Audited Financial Statements 2025–2026 and Auditor's Report

ACTIONS

The Executive Committee took the following actions:

- Made Committee appointments for the 2026–2027 year
- Approved a 12-month contract for a Governance Specialist/Project Manager
- Approved a 12-month contract for a Case Manager
- Approved Governance and Nominations Committee appointments for the 2026–2027 year
- Appointed Louise Harris, Public Director of the Board, to the Inquiries, Complaints and Reports Committee and the Discipline Committee for the 2026–2027 year
- Reviewed the Variance Report and the Unaudited Financial Statements, to May 31, 2026.

The Committee recommended that these items be presented to the Board. These are included in the Consent Agenda Reports section of the Board Materials package.

SUBMITTED BY

Peter Bieling, Ph.D., C. Psych., Chair

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

REPORT TO BOARD

2026.03.02A

FIRST QUARTER, JUNE 1, 2026 – AUGUST 31, 2026

REGISTRATION COMMITTEE

COMMITTEE MEMBERS:

Frederick Schmidt, Ph.D., C.Psych.	Co-Chair, Board Director
Maggie Toplak, Ph.D., C.Psych.	Co-Chair, Board Director
Kieva Hranchuk, Ph.D., R.B.A (Ont.)	Co-Chair, Board Director
Gani Braimoh, Psy.D., C.Psych.	Professional Member
Amardeep Badwall-Brown, M.A., R.B.A. (Ont.)	Professional Member
Kate Guyett, M.A., R.B.A. (Ont.)	Professional Member
Mary Kalantzis	Public Director
Ken Moreau	Public Director
Morgan Sanchez, M.ADS, R.B.A. (Ont.)	Professional Member
Paul Stopciati	Public Director
Marian Boer, Ph.D., C.Psych.	Professional Member, Board Director
Michal Gilboa-Hermel, M.A., C.Psych.	Professional Member
Lixian Bao, Ph.D., C.Psych.	Professional Member
Nicole McLister, M.Ed., C.Psych.Assoc.	Professional Member
Patricia Behnke, Ph.D., C.Psych.	Professional Member
Suzana Curcija, M.Ed., R.B.A. (Ont.)	Professional Member

STAFF

Lesia Mackanyn	Director: Registration
Myra Veluz	Senior Registration Assistant
Anna Miller	Registration Coordinator
Shannon Elliott	ABA Coordinator
Nuzhat Ahmed	Registration Assistant
Wahiba Akhtar	Registration Assistant
Nanthini Joseph	Registration Assistant
Katherine Bell	Registration Assistant

COMMITTEE MEETINGS & ACTIVITIES

July 9, 2026: Plenary Session (All panels attended)
A plenary session for all Registration Committee members was held on the morning of July 9 and included an orientation for both new and returning members. During the session, the Committee selected meeting dates for the 2026–27 term, reviewed the Registration Guidelines for the Behaviour Analyst labour mobility application route (interim autonomous practice), and received an oral update on Brock University's new Ph.D. program in applied behaviour analysis.

July 9, 2026: Panel A (Psychology Registration Cases)

The Registrar referred a total of 35 cases to Panel A.
These cases included:

- 4 cases involving academic credential reviews (1 doctoral, 3 masters);
- 22 cases involving training plans for supervised practice members or eligible candidates (7 doctoral, 15 masters);
- 1 case involving examinations (EPPP);
- 2 cases involving reciprocity application;
- 5 cases involving requests for adding of area of practice;
- 1 case involving request for return to autonomous certificate from Inactive certificate.

July 9, 2026: Panel B (Psychology Registration Cases)
The Registrar referred a total of 36 cases to Panel B.
These cases included:

- 3 cases involving academic credential reviews (1 doctoral, 2 masters);
- 24 cases involving training plans for supervised practice members or eligible candidates (8 doctoral, 16 masters);
- 2 cases involving examinations (Oral Examination);
- 1 case involving reciprocity application;
- 5 cases involving requests for adding area of practice;
- 1 case involving request for return to autonomous certificate from Inactive certificate.

July 9, 2026: Panel C (Behaviour Analyst Registration Cases)

The Registrar referred a total of 7 cases to Panel C.

- 7 cases involving a Transitional Route 2 Entry application.

Terms

- ***Academic Credential Review (psychology registrants)****: Cases where after an initial review, the Registrar has referred an application for supervised practice to the Registration Committee for a further review to determine whether the applicant has an acceptable graduate level psychology degree.*

- ***Training Plan (psychology registrants)****: Applies to supervised practice members and eligible candidates. If after an initial review, it appears that a candidate is missing required components in the area for which they have declared competence to practise, the Registrar will refer the candidate's application to the Registration Committee for a review of their education and training. The Committee will determine whether the candidate must augment their knowledge and skills via a training plan.*

- ***Adding Area of Practice (psychology registrants)****: Autonomous practice psychologist or psychological associate members who wish to be authorized to practice psychology in a new area and/or with a new client group.*

- ***Examination Outcome****: Individual cases that require a review of the outcome of, or an issue with, the Oral Examination, JEE, EPPP, or* OEPPABA.

- ***Reciprocity Application:*** *Reviews of cases where an applicant has applied from a jurisdiction in which the College has entered into a written reciprocity agreement.*

- ***Removal or modification of limitation and/or condition****: Autonomous practice members who wish to have a registration related limitation and/or condition removed (or modified) from their certificate of practice.*

- ***Return to Autonomous Certificate from Inactive Certificate****: Members who have held an Inactive Certificate of Registration for longer than 2 years and who wish to return to a Certificate of Registration Authorizing Autonomous Practice.*

- **Transitional Route Entry Application (behaviour analyst registrants)**: *Cases where after an initial review, the Registrar has referred an application for transitional route entry to the Registration Committee for a further review to determine whether the applicant has met the minimum criteria.*

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BOARD REPORT

2026.03.02A

FIRST QUARTER, JUNE 1, 2026 – AUGUST 31, 2026

INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

COMMITTEE MEMBERS:

Leah Zalan (Chair), College Registrant
Basma Alkatranji, College Registrant
Marie-Sjaan Berends-Booth, College Registrant
Kirsten Barr, College Registrant
Mitchell Blass, Board Director (Public)
John Capobianco, Board Director (Public)
Mary Susan Crawford, College Registrant
Katherine Danaher, College Registrant
Michael Decaire, College Registrant
Christina Dimech, College Registrant
Nadia Di Ridolfi, Board Director (Public)
Oliver Foese, College Registrant
David Gold, College Registrant
Louise Harris, Board Director (Public)
Rakesh Joshi, Board Director (Public)
Mostefa Kabene, College Registrant
Caroline Koekkoek, College Registrant
Rachel Koffman, College Registrant
Mehakpreet Mahey, College Registrant
Ken Moreau, Board Director (Public)
Melanie Morrow, College Registrant
Kay Narula, College Registrant
Olivia Ng, Board Director
Jasmine Peterson, College Registrant
Cameron Ross, Board Director (Public)
Fred Schmidt, Board Director
Krystal Street, College Registrant
Daniela Switzer, College Registrant
Scott Warnock, Board Director (Public)

STAFF

Zimra Yetnikoff, Deputy Registrar and Director, Investigations & Hearings

COMMITTEE ACTIVITIES

ICRC Meetings

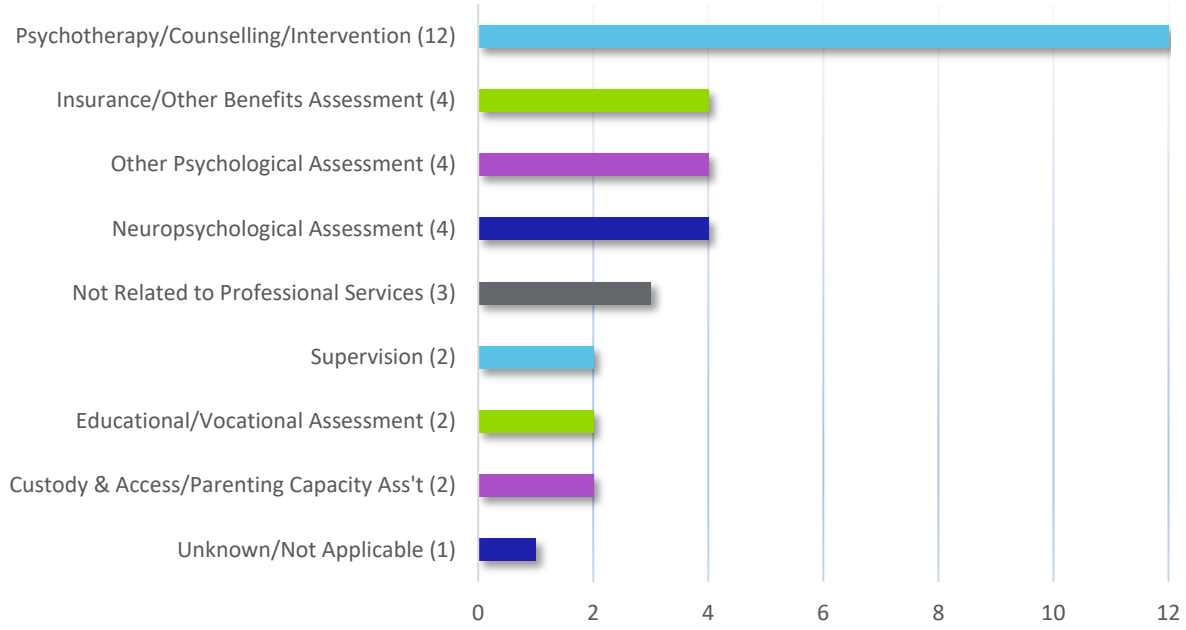
The ICRC met on June 18, July 29 and August 21, 2026, to consider 39 cases. In addition, 22 teleconferences were held in the 1st quarter to consider 46 cases. The next scheduled ICRC meeting takes place on September 18, 2026, with 13 cases on the agenda.

New Complaints and Reports

In the 1st Quarter, the College received 33 complaints and commenced one Registrar's Investigation related to the psychology profession. The College also received three complaints and commenced one Registrar's Investigation related to the ABA profession.

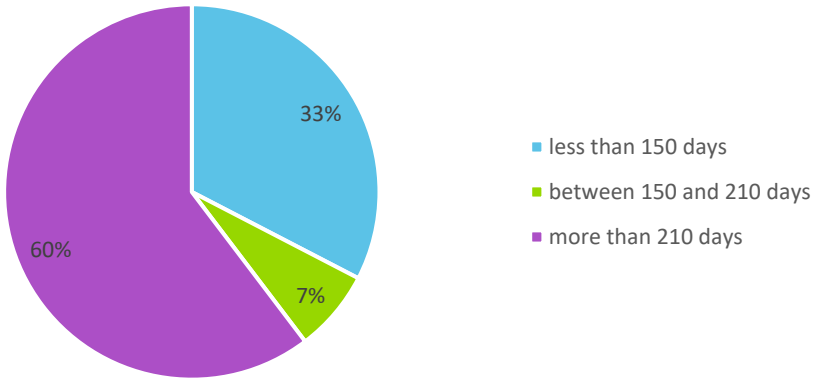
The nature of service related to new ABA matters are related to interventions (2), supervision (1). The last matter's nature of service remaining unknown or not applicable.

The nature of service in relation to new psychology matters are:



Timeline Snapshot

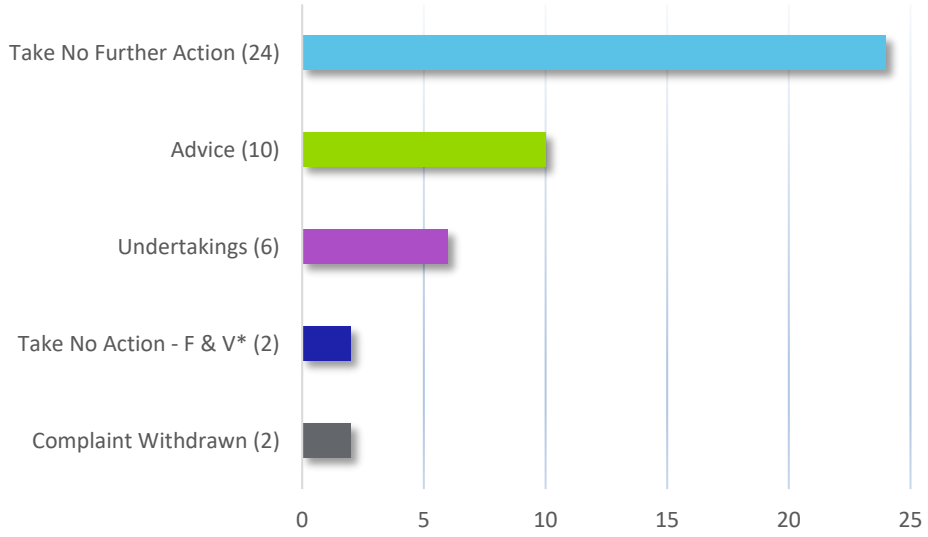
There are currently 184 open ABA and psychology complaints being actively investigated.



ICRC Dispositions

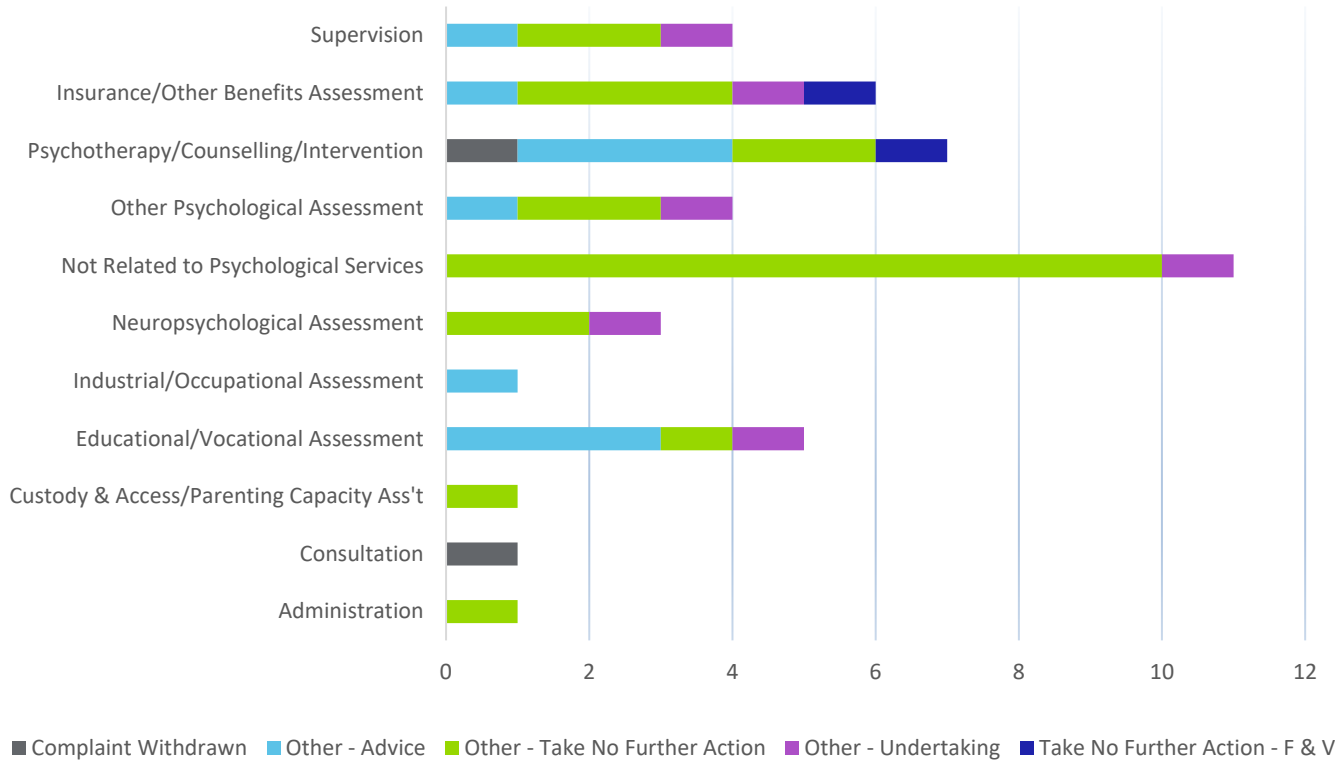
The ICRC disposed of seven ABA cases this quarter. The ICRC provided Advice in three matters, decided to Take No Further Action in three matters, and decided not to proceed with an investigation in the final matter, pursuant to the F&V* process.

The ICRC disposed of 44 psychology cases during the 1st Quarter, as illustrated below.



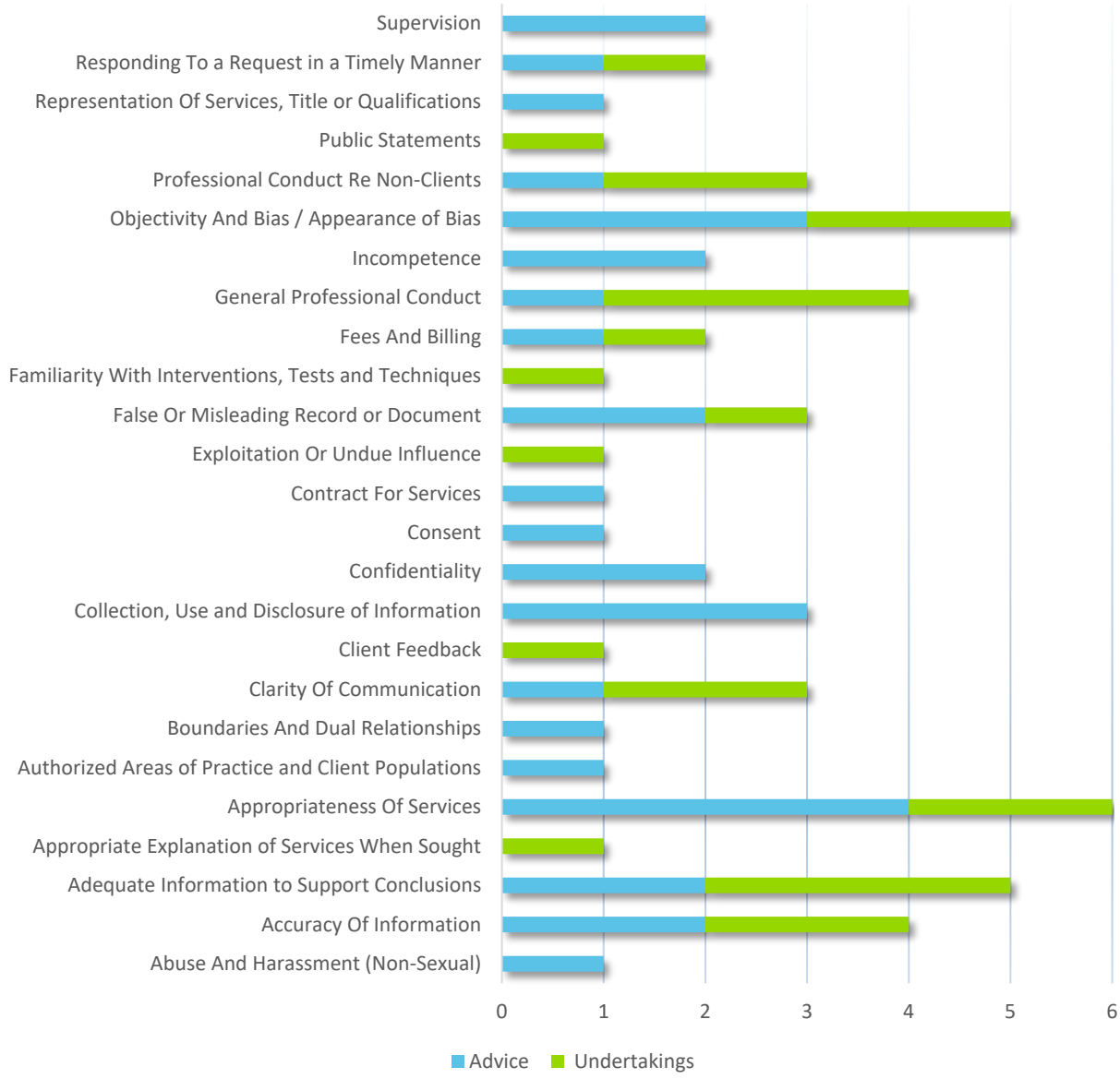
*F&V: Frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process, pursuant to s.26(4) of the Health Professions Procedural Code.

The dispositions of the 44 psychology cases, as they relate to nature of service, are as follows:



Disposition of Allegations

The 51 cases disposed of by the ICRC, including both psychology and ABA matters, included the consideration of 163 allegations. The ICRC took some action with respect to 57, or 35%, of these allegations.



Health Professions Appeal and Review Board (HPARB)

In the 1st Quarter, six HPARB reviews of ICRC decisions were requested. The College received three HPARB decisions. The Board confirmed two ICRC decisions, and gave notice that it would not proceed with a review in the third one.

SUBMITTED BY
Leah Zalan, Ph.D., C.Psych., Chair

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BOARD REPORT

2026.03.02A

FIRST QUARTER, June 1 to August 31, 2026

DISCIPLINE COMMITTEE

COMMITTEE MEMBERS

Janice Currie (Chair) College Registrant
Peter Bieling, Board Director
David Kurzman, Board Director
Fred Schmidt, Board Director
Marian Boer, Board Director
Rachel Wayne, Board Director
Maggie Toplak, Board Director
Kieva Hranchuk, Board Director
Conrad Leung, Board Director
Olivia Ng, Board Director
Sonya Dhillon, Board Director
Andrew Bonner, Board Director
Nadia Di Ridolfi, Board Director (Public)
Scott Warnock, Board Director (Public)
Mary Kalantzis, Board Director (Public)
Ken Moreau, Board Director (Public)
Louise Harris, Board Director (Public) (as of August 28, 2026)
Cameron Ross, Board Director (Public)
John Capobianco, Board Director (Public)
Rakesh Joshi, Board Director (Public)
Mitchell Blass, Board Director (Public)
Paul Stopciati, (Board Director (Public)
Anthony Hopley, College Registrant
Deidre Boyle, College Registrant
Lynette Eulette, College Registrant
Robert Gauthier, College Registrant
Bruce Robert David Cook, College Registrant
Danielle Savona, College Registrant
Samantha Herberman, College Registrant
Michael Minden, College Registrant
Denise Milovan, College Registrant
Naomi Sankar-DeLeeuw, College Registrant
Kofi Belfon, Board Director

STAFF SUPPORT:
Zimra Yetnikoff, Director, Investigations & Hearings

REFERRALS TO DISCIPLINE

There were no referrals to discipline made in the fourth quarter.

PRE-HEARINGS

1. **Dr. Philip Classen:** https://members.cpbao.ca/public_register/show/20213

   A Pre-Hearing Conference was held on July 27, 2026.

2. **Dr. Marie-Sylvie Roy:** https://members.cpbao.ca/public_register/show/2289

   A Pre-Hearing Conference was held on July 13, 2026.

HEARINGS

1. **Dr. Tracy Abarbanel: https://members.cpbao.ca/public_register/show/21196**

   A Hearing was held on August 27, 2026. The decision and reasons have not yet been released.

2. **Dr. Ronald Frey (2 matters): https://members.cpbao.ca/public_register/show/19100**

   A Hearing was held on June 4, 2026, with the decision released on July 14, 2026.

3. **Dr. Gina Madrigrano: https://members.cpbao.ca/public_register/show/20052**

   A Hearing was held on July 2, 2026. The decision and reasons have not yet been released.

4. **Ms. Christine Vestervelt: https://members.cpbao.ca/public_register/show/25462**

   A hearing was held on June 11 and 12, 2026. The decision and reasons were released on September 15, 2026.

ONGOING MATTERS

1. **Dr. Irina Trofimova (2 matters): https://members.cpo.on.ca/public_register/show/20198**

   A Hearing is scheduled to take place on October 23, 26, 27, 29, and 30.

2. **Dr. Vytas Velyvis: https://members.cpo.on.ca/public_register/show/49563**

   This matter is currently at the Pre-Hearing Conference stage.

3. **Dr. Romeo Vitelli (3 matters): https://members.cpo.on.ca/public_register/show/1461**

   These matters are currently at the Pre-Hearing Conference stage.

SUBMITTED BY
Janice Currie, Chair

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BOARD REPORT

2026.03.02A

FIRST QUARTER, JUNE 1, 2026 – AUGUST 31, 2026

QUALITY ASSURANCE COMMITTEE

COMMITTEE MEMBERS

Sabrina Hassan, Ph.D., C.Psych.	Chair, College Registrant
Mitchell Blass	Board Director (Public)
Uma Bucha, Ph.D., R.B.A (Ont.)	College Registrant
John Capobianco	Board Director (Public)
Nadia Di Ridolfi	Board Director (Public)
Lital Grinberg, M.A., C.Psych.Assoc.	College Registrant
Marina Heifetz, Ph.D., C.Psych.	College Registrant
Shari Malta, M.Ed., R.B.A. (Ont.)	College Registrant
Sandra O'Doherty, Ph.D., R.B.A (Ont.)	College Registrant
Tara Ouellette, M.A., R.B.A (Ont.)	College Registrant
Darlene Walker, Ph.D., C.Psych.	College Registrant

STAFF

Jennifer Kitchen, Director, Professional Affairs
David Fierro, Manager, Quality Assurance
Cherry Lui, Administrative Assistant, Quality Assurance and Client Relations

COMMITTEE ACTIVITY

During the first quarter, the Quality Assurance (QA) Committee met on July 31, 2026, for orientation to review its role and mandate. The Committee also reviewed QA policies and processes and was provided with information and resources to support its work when considering registrant matters and opining on program development.

REGISTRANT MATTERS

A panel of the Committee met on July 29, 2026, to review matters related to registrant participation in, and compliance with, the requirements of the QA Program.

Consideration Requests

In-process	
Consideration Requests (FY 2026/27)	1
Total Matters Pending at End of Q1	**1**

Concluded	**Q1**	**Q2**	**Q3**	**Q4**	**YTD**
Consideration Request (FY 2025/26) - QA Audit, Targeted Selection	1				1
Total Matters Concluded					**1**

The Panel reviewed one matter related to registrant fulfillment of the Standard QA Requirements, which include completion of the Continuing Professional Development (CPD) requirements, as well as the Self-Assessment Guide (SAG):

- In one *Consideration Request (FY 2025/26)*, the Panel identified concerns related to the registrant's participation efforts and understanding of their QA requirements. It directed the registrant to participate in a targeted *QA Audit* to determine whether further action may be necessary.

Additionally, one matter was deferred with a request for additional information.

QA Audits

In-process	
QA Audit, Targeted Selection (FY 2025/26)	1
QA Audit, Targeted Selection (FY 2026/27)	56
Total Matters Pending at End of Q1	**57**

Concluded	**Q1**	**Q2**	**Q3**	**Q4**	**YTD**
QA Audit, Targeted Selection (FY 2026/27) - Take No Further Action	1				1
Total Matters Concluded					**1**

The Panel disposed of one matter related to registrant fulfillment of the QA Program requirements:

- In one *QA Audit, Targeted Selection (FY 2026/27)*, the Panel reviewed the registrant's extenuating circumstances and requested a declaration to demonstrate completion of the requirements and issued feedback; no further action was taken.

PEER ASSISTED REVIEWS (PARs) AND FOCUSED ASSESSMENTS

In-process	
PARs, Stratified Random Selection (Carried Over from Prev. Years)	1
Total Matters Pending at End of Q1	**1**

Concluded	**Q1**	**Q2**	**Q3**	**Q4**	**YTD**
PAR, Random Selection (Carried Over from Prev. Years) - Exempt	1				1
Total Matters Concluded					**1**

SUBMITTED BY
Sabrina Hassan, Ph.D., C.Psych., Chair

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

BOARD REPORT

2026.03.02A

FIRST QUARTER, JUNE 1, 2026 – AUGUST 31, 2026

CLIENT RELATIONS COMMITTEE

COMMITTEE MEMBERS

Olivia Ng, M.A., R.B.A. (Ont.), Chair	Board Director
Rachel Wayne, Ph.D., C.Psych.	Board Director
Kimberley Moore, M.ADS, R.B.A. (Ont.)	College Registrant
Michele Palk, Psy.D., C.Psych.	College Registrant
Cameron Ross	Board Director (Public)
Rakesh Joshi	Board Director (Public)

STAFF
Jennifer Kitchen, Director, Professional Affairs
Cherry Lui, Administrative Assistant, Client Relations

COMMITTEE ACTIVITIES
The Client Relations Committee met once during the first quarter for an orientation session.

FUNDING FOR THERAPY PROGRAM
Three individuals had their funding for therapy or counselling end during the quarter.

There are currently 6 individuals whose therapy or counselling is being funded by the College.

SUBMITTED BY
Olivia Ng, Chair

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

REPORT TO BOARD

2026.03.02A

FIRST QUARTER, JUNE 1, 2026 – AUGUST 31, 2026

FINANCE AND AUDIT COMMITTEE

COMMITTEE MEMBERS:

Peter Bieling, Chair	Board Chair
Kofi Belfon	Board Director
Paul Stopciati	Public Board Director
Cameron Ross	Public Board Director
Alana Holmes	College Registrant
Courtney Domingue	College Registrant

STAFF

Tony DeBono, Registrar & CEO
Zimra Yetnikoff, Deputy Registrar & Director, Investigations & Hearings
Stephanie Morton, Director, Corporate Services
Krista Babwah, Assistant to the Registrar

MEETINGS

The Finance and Audit Committee met on:

- August 28, 2026

COMMITTEE ACTIVITIES

The Finance and Audit Committee (FAC) met by videoconference on August 28, 2026. The primary purpose of this meeting was to discuss the draft Audited Financial Statements for the year ending May 31, 2026, with the College's Auditors, Hilborn LLP.

The Auditors presented the Audit Findings Communication, Draft Audited Financial Statements and Draft Financial Statements – Summary. The FAC received the information and agreed to recommend that the Draft Audited Financial Statements be presented to the Board.

The FAC reviewed the Variance Report and Statement of Revenue and Expenses to May 31, 2026, as well as the Unaudited Financial Statements Narrative and Balance Sheet to May 31, 2026. The Committee received the financial reports.

The Committee reviewed the proposed fee increases and fee adjustment model under By-law 18: Fees. The FAC agreed to recommend annual fee increases within a specified range of 1% to 4%, with the Ontario CPI serving as the default with an adjustment to additional fees (registration, application and examination fees, with the oral examination fee at $740 and the Jurisprudence and Ethics Examination fee at $270).

The FAC reviewed the proposal to hire a Governance Specialist/Project Manager on a 12-month contract and agreed to recommend the position to the Executive Committee.

The FAC reviewed the proposal to hire a Case Manager on a 12-month contract and agreed to recommend the position to the Executive Committee.

The Committee reviewed the proposed salary ranges for 2026–27 to 2029–30 and agreed to recommend the salary ranges to the Executive Committee.

The Committee reviewed the following FAC policies:

- Policy II-8(i): *Finance and Audit Committee: Terms of Reference/Role*
- Policy III F-6: *Registrar's Expense Approval*

Amendments to *Policy II-8(i): Finance and Audit Committee: Terms of Reference/Role* and *Policy III F-6: Registrar's Expense Approval* are recommended for Executive Committee approval and final approval by the Board of Directors.

The Tax Compliance Memo confirming that all government remittances had been made in a timely manner was provided to the Committee.

ATTACHMENTS

1. Statement of Revenue and Expenses to May 31, 2026 (Q4)
2. Balance Sheet to May 31, 2026 (unaudited)

SUBMITTED BY

Peter Bieling, Ph.D., C.Psych., Chair

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BOARD REPORT

2026.03.02A

FIRST QUARTER, JUNE 1, 2026 – AUGUST 31, 2026

GOVERNANCE AND NOMINATIONS COMMITTEE

COMMITTEE MEMBERS:

Scott Warnock, Chair	Board Director (Public)
Conrad Leung	Board Director
Ken Moreau	Board Director (Public)
Fred Schmidt	Board Director
Rachel Wayne	Board Director
Maggie Toplak	Board Director (as of August 28, 2026)
Andrew Bonner	Board Director (as of August 28, 2026)

STAFF

Tony DeBono, Registrar & CEO
Zimra Yetnikoff, Deputy Registrar & Director, Investigations and Hearings
Krista Babwah, Assistant to the Registrar

MEETINGS

The Governance and Nominations Committee met on July 21, 2026.

The next meeting is scheduled for October 19, 2026.

COMMITTEE ACTIVITIES

The Governance and Nominations Committee (GNC) met by videoconference on July 21, 2026, and considered key governance items, including;

- Updating GNC composition for 2026-27;
- Board elections planning and process mapping;
- Setting dates for the 2027 Board elections
- Prioritizing Board directions re governance improvements and other recommendations; and
- Reviewing the GNC's annual plan.

SUBMITTED BY

Scott Warnock, Chair

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BOARD REPORT

2026.03.02B

FIRST QUARTER, JUNE 1, 2026 – AUGUST 31, 2026

BOARD CHAIR'S REPORT

The past quarter has provided an opportunity to reflect on the continued development of behaviour analysis regulation in Ontario. Over the past two years, CPBAO has reviewed thousands of applications, developed new regulatory processes and resources, and supported the profession through its transition to formal regulation. With the transitional routes now closed, the focus is shifting from establishing the regulatory system to its ongoing operation and oversight.

Behaviour analysis continues to grow as a regulated profession in Ontario. As of August 31, 2026, CPBAO had **2,217** Registered Behaviour Analysts (RBAs), compared with 1,639 in May 2025. While the pace of growth has begun to level off, registrations continue to increase.

Date	Registered ABAs	Change (#)	Change (%)
May 31, 2025	1,639	—	—
May 31, 2026	2,030	+391	+23.9%
June 30, 2026	2,125	+95	+4.7%
July 31, 2026	2,175	+50	+2.4%
August 31, 2026	2,217	+42	+1.9%

I have also been encouraged by the level of engagement from RBAs through consultations and committee work. Their participation provides important insight into how regulatory requirements operate in practice.

As behaviour analysis regulation matures, CPBAO will continue to monitor the profession's growth and the operation of its regulatory processes.

This work takes place alongside CPBAO's continued regulation of the psychology profession. While psychology and behaviour analysis are distinct professions with different practice contexts, the Board's approach to both remains grounded in competence, accountability, ethical practice and protection of the public.

I want to recognize the considerable work of staff, Board Directors and Committee members in building and supporting this regulatory framework, as well as the contributions of behavioural analysts throughout the transition.

SUBMITTED BY
Peter J. Bieling, PhD, C.Psych.
Chair

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BOARD REPORT

2026.03.02C

FIRST QUARTER, June 1, 2026 – August 31, 2026

REGISTRAR & CEO'S REPORT

This has been a quarter of reflection and gratitude. I was fortunate to visit Thunder Bay and Fort William Reserve with a warm welcome from Dr. Chris Mushquash and his colleagues at Dilico Anishinabek Family Care as well as Board member, Dr. Fred Schmidt. I had the privilege of accompanying Dr. Mushquash during a few of his days serving the community; truly a heartening experience. I departed feeling curiosity about the connections between health regulators and Canada's commitment to Truth and Reconciliation.

During this quarter, the College conducted the largest demographic data collection of registrants to-date, including Indigenous status, race/ethnicity, Disability status, gender, orientation, and religion. The briefing note on this topic can be found in the current materials package. The College will be meeting with scholars in the field to improve upon the data collection process and for the potential publication of peer-reviewed manuscripts. This data collection initiative has been a humbling process of reflection and learning in the spirit of improving health equity and diversifying the fields.

This is also the time of year when the annual independent financial audit results are presented to the Board of Directors. Sound financial management of the College takes strong leadership, and we are fortune to have Stephanie Morton's expertise and dedication as Director, Corporative Services. Stephanie oversees our financial health at an ever-growing College, and I feel fortunate that she is on the College team. The College staff continue to work extremely diligently to ensure that we keep pace with the increased demand on our resources, as we experience growth across departments. This will need to be met with adequate staffing to maintain the College's positive reputation as an employer of choice and to improve the flow of work. In addition, the College team is in the midst of addressing feedback from the third-party governance review and when appropriate, making immediate changes while also completing action list items requested by the Board of Directors.

A special thank you to Zimra Yetnikoff, Deputy Registrar & Director, Investigations and Hearings, for her leadership in planning the upcoming Board Training Day on governance fundamentals. Governance training is of importance to all, from staff to seasoned Board members and I am excited for the learning opportunity.

I end my report with a thank you to the registrants, staff, and Board of Directors, for their service to the College and its public protection mandate. It takes a community of dedicated people to operate this growing College, now and into the future. I feel immense gratitude.

CONTACT FOR QUESTIONS
Tony DeBono, MBA, Ph.D., C.Psych.
Registrar & CEO

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BRIEFING NOTE

2026.03.02D

SEPTEMBER 2026 BOARD MEETING

ANNUAL REPORTS 2025-2026

STRATEGIC DIRECTION REFLECTION

Excellence in care

MOTION FOR CONSIDERATION

That the 2025-2026 Annual Reports for the College's Statutory and non-statutory Committees and Working Groups be approved.

ATTACHMENTS

Annual Reports for:

- Board
- Executive Committee
- Registration Committee
- Inquiries, Complaints and Reports Committee
- Discipline Committee
- Quality Assurance Committee
- Client Relations Committee
- Finance and Audit Committee
- Governance and Nominations Committee

CONTACT FOR QUESTIONS

Tony DeBono, MBA, Ph.D., C.Psych.
Registrar & CEO

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

REPORT TO BOARD

2026.03.02D

ANNUAL REPORT 2025-2026

BOARD OF DIRECTORS

BOARD DIRECTORS

Ian Nicholson, Chair	Board Director
Peter Bieling, Chair	Board Director
Scott Warnock, Vice-Chair	Public Board Director
Marian Boer	Board Director
Fred Schmidt	Board Director
Jacob Kaiserman	Board Director
Rachel Wayne	Board Director
Glenn Webster	Board Director
Maggie Toplak	Board Director
Kieva Hranchuk	Board Director
Conrad Leung	Board Director
Kay Narula	Board Director
Olivia Ng	Board Director
Ken Moreau	Public Board Director
Mary Kalantzis	Public Board Director
Paul Stopciati	Public Board Director
Indira Bains	Public Board Director
Cameron Ross	Public Board Director
David Kurzman	Board Director
Esther Vlessing	Public Board Director
Pascale Gonthier	Public Board Director
John Capobianco	Public Board Director
Rakesh Joshi	Public Board Director
Nadia Di Ridolfi	Public Board Director

Ian Nicholson served as Chair until March 2026. Peter Bieling served as Vice-Chair until March 2026 and as Chair from March 2026. Scott Warnock served as Vice-Chair from March 2026.

INTRODUCTION

The Board of Directors of the College of Psychologists and Behaviour Analysts of Ontario, as set out in statute, is responsible for managing and administering the affairs of the College.[1] **This report covers the fiscal year June 1, 2025 to May 31, 2026**. Four (4) meetings of the College Board of Directors were held during the fiscal year, including two (2) meetings held virtually, and two (2) meetings held in-person and livestreamed to the public.

[1](s. 4. Health Professions Procedural Code being Schedule 2 of the *Regulated Health Professions Act, 1991*)

ACTIVITIES

Policy Issues

Registration Modernization

The Board approved for consideration to the Ministry of Health:

- Changes to reduce the minimum work experience requirement for candidates with a master's degree (from 4 to 1 year)
- Registration of psychologists based on graduate degrees from Board-approved programs, including programs accredited by college-approved accrediting bodies.
- Exploration of a process for the approval of international accrediting bodies beyond the United States.

Governance Modernization

The Board continued its work on governance modernization to strengthen governance practices and public protection. The Board:

- Completed CPBAO's first-ever independent Board effectiveness review, a significant governance milestone that identified Board strengths and opportunities to further strengthen governance practices. The full review was subsequently published unchanged.
- Approved governance modernization strategies, including updating governance language, reducing Board size, adopting a hybrid appointment/election process, implementing a competency-based framework for the Board and Committees, and creating further separation between the Board and Committees.
- Approved amendments to the College By-laws to support the governance modernization strategies.
- Reinstated of the Governance and Nominations Committee, and approved the *Board & Committees Competency and Suitability Profile*.
- Approved new policies related to the role and responsibilities of a Board Director and Committee Chairs and Vice-Chairs.
- Approved amendments to the Executive Committee Terms of Reference/Role.
- Approved amendments to update terminology throughout the College's By-laws, policies and other documents and communications.

College Policies and Procedures

The Board reviewed and approved amendments to several policies, including:

- *Reserve Funds Policy* – increasing the minimum amount to be held in the Contingency Reserve Fund and increasing the aggregate value cap of all reserve funds.
- *Per Diems and Board & Committee Compensation Policy* – clarifying eligible Chair roles, Chair and Vice-Chair rates and the limit of one full-day per diem per calendar day.
- *Funding for Therapy and Counselling Policy* – removing redundant provisions and establishing eligibility criteria for funding for victims of sexual abuse.
- *Conflict of Interest and Reasonable Perception of Bias Policy* – amendments to the policy and declaration form.
- *Employee Compensation and Benefits Policy* – changing the College's staff pension arrangement from RRSP contributions to HOOPP.
- *Privacy Policy* – delegating accountability for privacy compliance to a Director assigned by the Registrar.

- *Quality Assurance Policies* – amendments to Policies II-5(i), II-5(ii), II-5(iii) and II-5(iv), and revocation of Policy II-5(v).

Interjurisdictional Matters

The Board considered registration and labour mobility matters involving applicants from other jurisdictions and approved a plan to identify jurisdictions with registration requirements equivalent to those of the College for expedited registration.

By-law Amendments

The Board reviewed and approved amendments to the College By-laws:

- *By-law 1: Interpretation Provisions* – reinstated to support governance modernization.
- *By-law 5: Selection of Committee Chairs and Committee Members* – amendments supporting governance modernization.
- *By-law 19: Appointment of Non-Board Members to Committees of the College and Conditions for Disqualification* – amendments supporting governance modernization.
- *By-law 20: Elections to the Board, Qualifications, Terms of Office and Conditions for Disqualification* – amendments supporting governance modernization.
- *By-law 21: Committee Composition* – amendments supporting governance modernization.
- *By-law 23: Professional Corporations* – amendment to update a statutory reference.

Behaviour Analyst Certification Board

The Board considered the Behaviour Analyst Certification Board's (BACB) intention to withdraw from Ontario as of June 30, 2026. The Board approved a plan to address the BACB's withdrawal and explore options to maintain alignment with Ontario's regulatory framework.

Business Issues

The Board received updates on the College's Strategic Direction implementation and Integrated Risk Management.

The Board approved the 2026–2027 Key Performance Indicators.

Financial

The Board approved the 2025–2026 budget, appointed signing officers for the year, approved the audited financial statements for the fiscal year ending May 31, 2025, and appointed the auditors for the upcoming year.

In December 2025, the Board approved the transfer of $700,000 to the Investigations and Hearings Reserve Fund, with the remaining $471,513 retained as unrestricted funds.

In March 2026, the Board approved the annual budget for 2026–2027.

Training

September 2025

- Governance Modernization – presented by Andrew Porter, Porter Litigation
- Education & Training in ABA in Ontario, the BACB and Regulation – presented by Dr. Kendra Thomson
- College of Alberta Psychologists – Approved Programs Process for Registration – presented by Dr. Richard J. Spelliscy, Dr. Heather Gowers and Dr. Kenneth Murdoch

March 2026

- AI Governance in Practice: Lessons from the WSIAT – presented by Rebecca Woodrow and Ryan Figueira
- Complex Racial Trauma and Antiracist Practices: Toward Structural Change, To Liberate, Repair, And Heal Together – presented by Dr. Jude Cénat.

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

REPORT TO BOARD

2026.03.02D

ANNUAL REPORT 2025-2026

EXECUTIVE COMMITTEE

COMMITTEE MEMBERS

Ian Nicholson, Chair (until March 2026)	Board Director
Peter Bieling, Vice-Chair (until March 2026); Chair (from March 2026)	Board Director
Scott Warnock, Vice- Chair (from March 2026)	Public Board Director
Olivia Ng	Board Director
Rachel Wayne	Board Director
Paul Stopciati	Public Board Director
Glenn Webster	Board Director

INTRODUCTION

The Executive Committee of the College of Psychologists and Behaviour Analysts of Ontario is elected annually from, and by, the members of the Board. Its role is to monitor and coordinate the work of the College Committees and to ensure that the Board has all the pertinent information it requires for effective decision-making. The Executive Committee held seven (7) regular meetings during 2025-2026, including a joint meeting with the Finance and Audit Committee in August 2025. The Committee also reviewed Board meeting and training day evaluations and monitored the implementation of the College's strategic direction throughout the year.

ACTIVITIES

Following their election at the June 2025 Board meeting, the Executive Committee met to appoint members to the College's Committees for the 2025-2026 year. The Committee also addressed changes in Committee membership during the year.

The Executive Committee reviewed the implementation of the Strategic Direction 2023-2028, monitored the progress of various College initiatives, and brought policy and governance matters to the attention of the Board for consideration.

A variety of topics were addressed by the Executive Committee including:

- Reviewed and recommended for Board approval proposed amendments to registration requirements and the Registration Modernization Strategy.
- Reviewed and monitored the transition of the Psychology Jurisprudence and Ethics Examination, including the development and planned implementation of the new format.
- Reviewed and recommended amendments to various College policies, including those related to Conflict of Interest, Client Relations, Inquiries, Reports and Complaints, Discipline and Quality Assurance.
- Reviewed and recommended amendments to By-law 22 respecting professional liability insurance

- Considered proposed changes to registration renewal fees.

- Reviewed the College's financial position, including financial statements, variance reports and recommendations from the Finance and Audit Committee.

- Reviewed and recommended the establishment of a third-party assessment of Board effectiveness and subsequently monitored the implementation of the assessment.

- Reviewed and monitored the College's Key Performance Indicators (KPIs) and Strategic Direction Implementation Chart.

- Reviewed matters related to Equity, Diversity and Inclusion, including race-based data collection and the Ethics and Human Rights Plan.

- Considered governance, technology and operational matters, including the College's cybersecurity strategy, Member Administration Application migration, Board election process and communications planning.

- Recommended the establishment of a standing Standards Working Group to support the ongoing review and updating of College standards.

- Reviewed and recommended Committee appointments for the 2026-2027 year.

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

REPORT TO BOARD

2026.03.02D

ANNUAL REPORT 2025-2026

REGISTRATION COMMITTEE

COMMITTEE MEMBERS:
(June 2025- May 2026)

Peter Bieling, Ph.D., C.Psych.	Co-Chair, Board Director
Maggie Toplak, Ph.D., C.Psych.	Co-Chair, Board Director
Conrad Leung, M.ADS., R.B.A. (Ont)	Co-Chair, Board Director
Frederick Schmidt, Ph.D., C.Psych.	Professional Member, Board Director
Gani Braimoh, Psy.D., C.Psych.	Professional Member
Amardeep Badwall-Brown, M.A., R.B.A. (Ont.)	Professional Member
Kate Guyett, M.A., R.B.A. (Ont.)	Professional Member
Mary Kalantzis	Public Director
Ken Moreau	Public Director
Morgan Sanchez, M.ADS, R.B.A. (Ont.)	Professional Member
Paul Stopciati	Public Director
Sheila Tervit, Ph.D., C.Psych.	Professional Member
Marian Boer, Ph.D., C.Psych.	Professional Member, Board Director
Michal Gilboa-Hermel, M.A., C.Psych.	Professional Member
Lixian Bao, Ph.D., C.Psych.	Professional Member
Nicole McLister, M.Ed., C.Psych.Assoc.	Professional Member
Mohammad Nikkhou, Ph.D., C.Psych.	Professional Member
Patricia Behnke, Ph.D., C.Psych.	Professional Member
Suzana Curcija, M.Ed., R.B.A. (Ont.)	Professional Member
Kieva Hranchuk, Ph.D., R.B.A (Ont.)	Professional Member, Board Director

Introduction

The primary role of the Registration Committee is to:

(1) review all applications for the registration of Psychologists, Psychological Associates, and Behaviour Analysts referred by the Registrar & CEO, at all steps in the registration or appeals process, and to make individual registration decisions;
(2) review applications under section 19 of the *Regulated Health Professions Act, 1991 (RHPA)* for removal or modification of a term, condition or limitation;
(3) review applications for adding new area of practice (psychology only) or change of certificate for autonomous practice registrants; and
(4) recommend registration policy and procedures consistent with the *RHPA*, with *Ontario Regulation 193/23, Registration*, with applicable federal/provincial agreements such as the amended *Canadian Free Trade Agreement (CFTA)* and the *Ontario Labour Mobility Act, 2009*.

Meetings

The Registration Committee is comprised of three panels which meet to consider and review individual cases. Meetings are held approximately every other month. In addition, the full Committee meets in plenary sessions typically every other month to consider a variety of broader policy issues and emerging issues.

The Registration Committee focussed on regulatory developments and initiatives related to registration with the College for both psychology and behaviour analysis. The Committee advanced the development of a vulnerable sector screening policy, including consideration of best practices and the establishment of guidelines to support a consistent and effective approach to screening. In addition to its plenary sessions, Committee members remained actively engaged throughout the year in the review and consideration of individual cases.

Summary of Registration Activities For 2025-2026

Psychology Supervised Practice Applications Received: June 1, 2025 to May 31, 2026

Applications for a certificate authorizing Supervised Practice:

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	**Total**
Psychological Associate	47	5	9	31	92
Psychologist	80	22	19	15	136
Total	127	27	28	46	**228**

Psychology Supervised Practice Applications Received: Comparisons by Year

Title	2020-21	2021-22	2022-23	2023-24	2024-25
Psych.Assoc.	94	105	111	86	118
Psychologist	147	105	132	135	128
Total	238	210	243	221	246

Psychology Interim Autonomous Practice Applications Received: June 1, 2025 to May 31, 2026

From Other Canadian Jurisdictions:

147 applications via the Canadian Labor Mobility/Canada Free Trade Agreement from practitioners already fully registered to practice psychology in another Canadian jurisdiction.

Temporary (Limited Telepsychology Practice) From Other Canadian Jurisdictions:

51 applications for interim autonomous practice (temporary) from out of province psychologists to register to provide services to an existing client located in Ontario for a period of up to 12 months.

6 applications via the Manitoba Memorandum of Understanding.

From USA:

30 applications for a certificate authorizing interim autonomous practice from psychologists already fully licensed to practice psychology in the USA.

Psychology Certificates of Registration Issued by the College: June 1, 2025 to May 31, 2026

Certificates Authorizing Supervised Practice Issued: June 1, 2025 to May 31, 2026

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	**Total**
Psychological Assoc.	20	7	5	15	47
Psychologist	92	19	14	23	148
Total	112	26	19	38	**195**

Certificates Authorizing Interim Autonomous Practice Issued: June 1, 2025 to May 31, 2026

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	**Total**
Psychologist	23	83	38	6	**150**

Certificates Authorizing (Temporary Telepsychology) Interim Autonomous Practice Issued: June 1, 2025 to May 31, 2026

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	**Total**
Manitoba MOU Psychologist	0	6	0	0	6
Psychologist	3	28	9	1	41
Total	3	34	9	1	**47**

Certificates Authorizing Autonomous Practice Issued: June 1, 2025 to May 31, 2026

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	**Total**
Psychological Assoc.	10	6	3	4	23
Psychologist	133	69	51	11	264
Total	143	75	54	15	**287**

Psychology Supervised Practice Applications Refused (academic credential): June 1, 2025 to May 31, 2026

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	**Total**
Psychological Associate	3	5	2	10	20
Psychologist	1	0	3	3	7
Total	4	5	5	13	**27**

Applied Behaviour Analysis - Transitional Route Applications Received: June 1, 2025 to May 31, 2026

Transitional Route Type	**Number of applications received**
Route 1	315
Route 2	37
Total	**352**

Applied Behaviour Analysis – Supervised Practice Route
Applications Received: June 1, 2025 to May 31, 2026

Number of applications received	Number of certificates issued
53	39

Certificates Authorizing Supervised Practice (Behaviour Analyst) Issued: June 1, 2025 to May 31, 2026

Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	**Total**
22	1	14	2	**39**

Applications Supervised Practice (Behaviour Analyst) Refused: June 1, 2025 to May 31, 2026

Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	**Total**
0	0	0	3	**3**

Applications Transitional Route 2 (Behaviour Analyst) Refused: June 1, 2025 to May 31, 2026

Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	**Total**
2*	0	0	2**	**4***

*One (1) applicant had an Ontario master's degree in ABA and one (1) had an Ontario master's degree in a field related to ABA.
**One (1) applicant had an international master's degree and graduate-level coursework in ABA from a U.S. university.
***All applicants were refused because they did not meet the current practice requirements and did not receive at least 50 points for their practice experience and education/peer assessment (sections A and B of D – Registration Process of the Registration Guidelines).

No applications for Transitional Route 1 (Behaviour Analyst) were refused.

Inquiries, Complaints and Reports Committee Annual Report

Report appended to the Board materials.

Discipline Committee Annual Report

Report appended to the Board materials.

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BOARD REPORT

2026.03.02D

ANNUAL REPORT 2025-2026

QUALITY ASSURANCE COMMITTEE

COMMITTEE MEMBERS

David Kurzman, Ph.D., C.Psych.	Chair, College Registrant, Board Director
David Howard, M.A., C.Psych.	Vice-Chair, College Registrant
Bhawna Aggarwal, M.S., R.B.A. (Ont.)	College Registrant
John Capobianco	Board Director (Public) (from March 2026)
Lital Grinberg, M.A., C.Psych.Assoc.	College Registrant
Sabrina Hassan, Ph.D., C.Psych.	College Registrant
Conrad Leung, M.ADS., R.B.A (Ont.)	Board Director
Nadia Di Ridolfi	Board Director (Public)
Ken Moreau	Board Director (Public)
Sandra O'Doherty, Ph.D., R.B.A (Ont.)	College Registrant
Tara Ouellette, M.A., R.B.A (Ont.)	College Registrant
Wanda Towers, Ph.D., C.Psych.	College Registrant
Darlene Walker, Ph.D., C.Psych.	College Registrant

INTRODUCTION

The Quality Assurance (QA) Committee holds the statutory responsibility for the development and administration of CPBAO's QA Program (the "Program") and related policies. It is also tasked with monitoring registrant participation and compliance with the requirements of the Program.

COMMITTEE ACTIVITY

The components which CPBAO's QA Program are required to contain are set out by the General Regulation, under the *Psychology and Applied Behaviour Analysis Act, 2021,* and include self-assessment, continuing education and professional development, and peer and practice assessment.

In fiscal year 2025-2026, the QA Committee revised its policies and the requirements for participation in each component of the QA Program. Additionally, one policy was revoked in support of these changes, as its guidance was no longer relevant.

REGISTRANT PARTICIPATION

All registrants, except for those holding a Retired Certificate, must submit Declarations of Completion to demonstrate the extent of their participation towards the applicable QA Program components. In fiscal year (FY) 2025-2026, Declarations were required for those registrants assigned to the QA cycle of July 1, 2023 – June 30, 2025.

Declarations of Completion Received	
Self-Assessment Declarations of Completion	3193
CPD Declarations of Completion	3144

REGISTRANT COMPLIANCE

The activities undertaken by the QA Committee to monitor registrant compliance with the QA Program are described below.

1. Self-Assessment

All registrants in the assigned QA cycle were required to complete the Self-Assessment Guide (SAG).

Self-Assessment	
SAG Consideration Request - Complete	1
SAG Review, Targeted Selection - Complete	15
SAG Review, Targeted Selection - Exempt	1
SAG Review, Targeted Selection - Deferred to FY 2026-2027	1

2. Continuing Education and Professional Development

Most registrants in the assigned QA cycle were required to fulfill 50 hours of Continuing Professional Development (CPD), with minimum learning medium and content requirements.

Continuing Professional Development	
CPD Consideration Request - Complete	3
CPD Audit, Targeted Selection - Complete	13
CPD Audit, Random Selection - Complete	43
CPD Audit, Targeted Selection - Exempt	1
CPD Audit, Targeted Selection - Deferred to FY 2026-2027	1

3. Peer and Practice Assessment

Registrants may also be selected to participate in a Focused Assessment or Peer Assisted Review (PAR) by meeting with a College-appointed Assessor to assess a registrant's knowledge, skill and judgment.

Focused Assessments and Peer Assisted Reviews	
Focused Assessment, Targeted Selection - Complete	1
Focused Assessment, Targeted Selection - Exempt	1
Focused Assessment, Targeted Selection - Carried to FY 2026-2027	1
PAR, Random Selection (Carried from prev. FYs) - Complete	5
PAR, Targeted Selection (Carried from prev. FYs) - Complete	1
PAR, Random Selection (Carried from prev. FYs) - Exempt	1
PAR, Stratified Random Selection (Carried from prev. FYs) - Deferred to FY 2026-2027	1

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

BOARD REPORT

2026.03.02D

ANNUAL REPORT 2025-2026

CLIENT RELATIONS COMMITTEE

COMMITTEE MEMBERS

Jacob Kaiserman, Psy.D., C.Psych.	College Registrant
Diana Mandeleew, Psy.D., C.Psych.	College Registrant
Kimberley Moore, M.ADS, R.B.A. (Ont.), BCBA	College Registrant
Melanie Morrow, M.A., C.Psych. Assoc.	College Registrant
Rachel Wayne, Ph.D., C.Psych.	Board Director
Cameron Ross	Board Director (Public)
Pascale Gonthier	Board Director (Public)
Esther Vlessing	Board Director (Public)

STAFF

Jennifer Kitchen, Director, Professional Affairs
Cherry Lui, Administrative Assistant, Client Relations

INTRODUCTION

The College has a statutory obligation to have a Committee whose mandate is to enhance relations between registrants and their clients. The Client Relations Committee met twice during the 2025-2026 fiscal year.

The Health Professions and Procedural Code outlines specific responsibilities for the Committee for preventing and dealing with sexual abuse, in addition to its role in administering the Funding for Therapy Program.

Funding for Therapy Program Activity:
One (1) individual was granted funding during the year, and zero (0) individuals had their funding end.

The College is entering the current fiscal year with nine (9) individuals receiving funding under the Program.

Other Activities:
The Committee reviewed and updated the following Policies:

- *Policy II – 7(ii) Funding for Therapy and Counselling for Clients of Members Alleging Sexual Abuse while Receiving Supervised Psychological and ABA Services* (updated)
- *Policy II – 7(iii) Client Relations Committee: Eligibility for Funding for Therapy and Counselling for Victims of Sexual Abuse* (newly created)

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

REPORT TO BOARD

2026.03.02D

ANNUAL REPORT 2025-2026

FINANCE AND AUDIT COMMITTEE

COMMITTEE MEMBERS

Ian Nicholson, Chair (until March 2026)	Board Director
Peter Bieling, Chair (from March 2026)	Board Director
David Kurzman	Board Director
Duncan Day	Board Director
Paul Stopciati	Public Board Director
Indira Bains	Public Board Director
Cenobar Parker	Public Board Director
Alana Holmes	College Registrant
Courtney Domingue	College Registrant

INTRODUCTION

The Finance and Audit Committee of the College of Psychologists and Behaviour Analysts of Ontario is a non-statutory Committee that assists the Board in fulfilling its fiduciary duties of overseeing the College's finances, ensuring financial statements are reasonable and that internal controls are adequate. The Finance and Audit Committee held four (4) meetings in 2025-2026.

ACTIVITIES

The Finance and Audit Committee approved for consideration to the Executive Committee, the following:

- Quarterly Unaudited Financial Statements and Variance Report
- 2024-2025 Audited Financial Statements (August 2025)
- 2026-2027 Proposed Budget (February 2026)
- Review and amendment of FAC policies:
  o Policy III F-2: *Reserve Funds*
  o Policy III F-4: *Per Diems and Board & Committee Compensation*
  o Policy III F-5: *Expense Reimbursement*
- Review of proposed amendments to By-law 18: Fees
- Review and recommendation regarding the transfer of the 2024-2025 operating surplus
- Review and recommendation regarding a third-party assessment of Board effectiveness

In performing its role, the Finance and Audit Committee also reviews and makes recommendations to the Board regarding the College's banking practices, investments, levels of approval and disbursement procedures relating to purchased goods and services, major capital budget and facilities expenses and any other matters related to financial policies.

Governance and Nominations Committee Annual Report

Report appended to the Board materials

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BRIEFING NOTE

2026.03.04A

SEPTEMBER 2026 BOARD MEETING

AUDITED FINANCIAL STATEMENTS 2025-2026

STRATEGIC DIRECTION REFLECTION
Continuous Quality Improvement Culture

MOTIONS FOR CONSIDERATION

1. That the Audited Financial Statements for the fiscal year ending May 31, 2026 be approved.

2. That the firm of Hilborn LLP be appointed as Auditors for the College for the year ending May 31, 2027.

ATTACHMENTS

1. Audited Financial Statements Year Ending May 31, 2026

CONTACT FOR QUESTIONS

Tony DeBono, MBA, Ph.D., C.Psych.
Registrar & CEO

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

FINANCIAL STATEMENTS

MAY 31, 2026

Draft Statement Subject to Revision

HILBORN LLP

HILBORN LLP

Independent Auditor's Report

To the Members of the Board of Directors of the College of Psychologists and Behaviour Analysts of Ontario

Opinion

We have audited the financial statements of the College of Psychologists and Behaviour Analysts of Ontario (the "College"), which comprise the statement of financial position as at May 31, 2026, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at May 31, 2026, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information, other than the financial statements and our auditor's report thereon, in the annual report.

Our opinion on the financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

The annual report is expected to be made available to us after the date of our auditor's report. If, based on the work we will perform on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the ability of the College to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the financial reporting process of the College.

Draft Statement Subject to Revision

Independent Auditor's Report (continued)

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control of the College.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability of the College to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Draft Statement Subject to Revision

Toronto, Ontario
TBD

Chartered Professional Accountants
Licensed Public Accountants

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

Statement of Financial Position

May 31	2026 $	2025 $
ASSETS		
Current assets		
Cash and cash equivalents	**2,358,661**	10,678,187
Prepaid expenses and sundry receivables	**105,464**	89,537
Investments - short term (note 3)	**9,264,311**	-
	11,728,436	10,767,724
Property and equipment (note 4)	**618,848**	750,887
	12,347,284	11,518,611
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities (note 5)	**705,303**	665,571
Registration fees received in advance	**5,760,680**	5,783,097
Current portion of lease inducements (note 6)	**25,462**	25,462
	6,491,445	6,474,130
Lease inducements (note 6)	**116,698**	142,160
	6,608,143	6,616,290
NET ASSETS		
Internally restricted (note 7)		
Investigations and hearing reserve fund	**1,000,000**	300,000
Contingency reserve fund	**1,000,000**	1,000,000
Web site and database development reserve fund	**165,872**	165,872
Premises reserve fund	**227,742**	227,742
	2,393,614	1,693,614
Invested in property and equipment	**476,688**	583,265
Unrestricted	**2,868,839**	2,625,442
	5,739,141	4,902,321
	12,347,284	11,518,611

Draft Statement Subject to Revision

The accompanying notes are an integral part of these financial statements

Approved on behalf of the Board of Directors:

President

Member

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

Statement of Operations

Year ended May 31	2026 $	2025 $
Revenues		
Registration fees	**7,220,466**	6,756,783
Examination fees	**276,850**	412,800
Interest income	**245,179**	287,235
Miscellaneous income	**23,510**	54,579
Ministry of Children, Community and Social Services grant	**-**	33,961
	7,766,005	7,545,358
Expenses		
Administration (notes 4, 6 and 8)	**4,670,763**	4,248,489
Professional services	**454,288**	358,355
Hearings	**715,993**	786,914
Examination and seminar costs	**267,119**	329,895
Governance	**127,317**	91,142
Investigations and resolutions	**248,195**	305,572
Registration	**73,329**	85,991
Professional organizations	**32,003**	39,160
Communication, education and training	**320,971**	76,928
Quality assurance	**15,931**	17,438
Ministry of Children, Community and Social Services grant	**-**	33,961
	6,925,909	6,373,845
Excess of revenues over expenses before the undernoted	**840,096**	1,171,513
Loss on disposal of property and equipment (note 4)	**3,276**	-
Excess of revenues over expenses for the year	**836,820**	1,171,513

The accompanying notes are an integral part of these financial statements

Draft Statement Subject to Revision

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

Statement of Changes in Net Assets

Year ended May 31

	Internally Restricted (note 7) $	Invested in Property and Equipment $	Unrestricted $	Total 2026 $
Balance - at beginning of year	**1,693,614**	**583,265**	**2,625,442**	**4,902,321**
Excess of revenues over expenses for the year	**-**	**-**	**836,820**	**836,820**
Inter-fund transfers representing:				
Loss on disposal of property and equipment	**-**	**(3,276)**	**3,276**	**-**
Purchase of property and equipment	**-**	**45,997**	**(45,997)**	**-**
Depreciation of property and equipment	**-**	**(174,760)**	**174,760**	**-**
Amortization of lease inducements	**-**	**25,462**	**(25,462)**	**-**
Other transfers (note 7)	**700,000**	**-**	**(700,000)**	**-**
Balance - at end of year	**2,393,614**	**476,688**	**2,868,839**	**5,739,141**

	Internally Restricted (note 7) $	Invested in Property and Equipment $	Unrestricted $	Total 2025 $
Balance - at beginning of year	1,889,445	653,697	1,187,666	3,730,808
Excess of revenues over expenses for the year	-	-	1,171,513	1,171,513
Inter-fund transfers representing:				
Purchase of property and equipment	-	67,374	(67,374)	-
Depreciation of property and equipment	-	(163,268)	163,268	-
Amortization of lease inducements	-	25,462	(25,462)	-
Other transfers (note 7)	(195,831)	-	195,831	-
Balance - at end of year	1,693,614	583,265	2,625,442	4,902,321

The accompanying notes are an integral part of these financial statements

Draft Statement Subject to Revision

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

Statement of Cash Flows

Year ended May 31	2026 $	2025 $
Cash flows from operating activities		
Cash received from registration and examination fees	**7,471,858**	8,389,720
Interest income received	**245,179**	287,235
Miscellaneous income received	**23,510**	54,579
Grant income received	**-**	82,841
Cash paid to employees and suppliers	**(6,749,765)**	(6,164,934)
	990,782	2,649,441
Cash flows from investing activities		
Purchase of property and equipment	**(45,997)**	(67,374)
Purchase of investments	**(13,478,562)**	(3,049,171)
Proceeds on redemption of investments	**4,214,251**	3,049,171
	(9,310,308)	(67,374)
Change in cash and cash equivalents	**(8,319,526)**	2,582,067
Cash and cash equivalents - beginning of year	**10,678,187**	8,096,120
Cash and cash equivalents - end of year	**2,358,661**	10,678,187

The accompanying notes are an integral part of these financial statements

Draft Statement Subject to Revision

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

Notes to Financial Statements

May 31, 2026

Nature and description of the organization

College of Psychologists and Behaviour Analysts of Ontario/L'Ordre des psychologues et des analystes du comportement de l'Ontario (the "College") is the governing body for Psychologists, Psychological Associates and Behaviour Analysts in Ontario. The College is the self-governing body established by the provincial government to regulate the practice of psychology and applied behaviour analysis in Ontario, under the terms of the Psychology and Applied Behaviour Analysis Act (2021) and the Regulated Health Professions Act (1991).

The College's Vision: A model for self-regulation to protect the public interest.

The College's mission is promoting excellence in the practice of psychology and applied behaviour analysis by:

- Enforcing standards fairly and effectively;
- Communicating clearly and effectively with stakeholders, particularly applicants, members and the public;
- Supporting and assisting members to meet high standards;
- Responding to changing needs in new and emerging practice areas;
- Collaborating in shaping the regulatory environment; and
- Promoting the cohesiveness of the profession.

The College is a not-for-profit organization incorporated without share capital under the laws of Ontario and, as such, is generally exempt from income taxes.

The College changed its name from the College of Psychologists of Ontario to the College of Psychologists and Behaviour Analysts of Ontario, effective July 1, 2024.

1. **Summary of significant accounting policies**

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and are in accordance with Canadian generally accepted accounting principles. These financial statements have been prepared within the framework of the significant accounting policies summarized below:

(a) **Basis of presentation**

Unrestricted

The unrestricted net asset reflects the cumulative results of the day-to-day activities of the College in fulfilling its purpose.

The Board of Directors of the College has internally restricted net assets to be used for specific purposes. These funds are not available for operations without approval of the Board of Directors. The details of internally restricted funds are as follows:

Draft Statement Subject to Revision

May 31, 2026

1. **Significant accounting policies (continued)**

(a) **Basis of presentation (continued)**

Investigations and Hearings Reserve Fund

The Investigation and Hearings Reserve Fund is designated to cover costs including legal costs, for the conduct of inquiries, investigations, discipline hearings, fitness to practice hearings, appeals and payments under the program for funding for therapy and counselling which exceed annual budget provisions for those activities.

Contingency Reserve Fund

The Contingency Reserve Fund is designated to provide for extraordinary expenses that exceed or fall outside of the provisions of the College's operating budget and to fund the College's obligations in extreme circumstances as determined and approved by the Board of Directors.

Web Site and Database Development Reserve Fund

The Web Site and Database Development Fund is designated to provide funding for ongoing web site and database development.

Premises Reserve Fund

The Premises Reserve Fund is designated to provide funding for purchase or leasing of premises in the future and to minimize the impact on the operating budget for major expenses relating to the College's property.

Fair Registration Practices Reserve Fund

The Fair Registration Practices Reserve Fund is designated to cover costs, including professional fees, for the preparation and conduct of audits of the College's registration practices.

(b) **Revenue recognition**

Registration Fees

Registration fees are billed on a fiscal year basis commencing June 1st of each year and recognized as income on a fiscal year basis. Registration fees received in the current year, applicable to a subsequent year, are recorded as deferred revenue.

Examination Fees

Examination fees are recognized as revenue in the period in which the examination takes place. Examination fees received in the current year, applicable to an examination that takes place in the subsequent year, are recorded as deferred revenue.

Draft Statement Subject to Revision

1. **Significant accounting policies (continued)**

(b) **Revenue recognition (continued)**

Investment Income

Investment income consists of interest which is recognized as revenue when earned. Realized gains and losses are recognized when the transactions occur. Unrealized gains and losses which reflect the changes in fair value during the period are recognized at each reporting date and are included in current period operating results.

Miscellaneous Income

Other fees and revenues are recognized when the respective services are provided.

(c) **Financial instruments**

(i) **Measurement of financial assets and liabilities**

The College initially measures its financial assets and financial liabilities at fair value adjusted by, in the case of a financial instrument that will not be measured subsequently at fair value, the amount of transaction costs directly attributable to the instrument. Transaction costs of those financial assets and financial liabilities subsequently measured at fair value are recognized in income in the year incurred.

The College subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments, which are measured at fair value. Changes in fair value are recognized in the Statement of Operations. Fair values are determined by reference to published price quotations in active markets.

Financial assets measured at amortized cost include cash and cash equivalents and sundry receivables.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

Draft Statement Subject to Revision

1. **Significant accounting policies (continued)**

(c) **Financial instruments (continued)**

(ii) **Impairment**

Financial assets measured at amortized cost are tested for impairment when there are indicators of possible impairment. When a significant adverse change has occurred during the period in the expected timing or amount of future cash flows from the financial asset or group of assets, a write-down is recognized in net income. The write down reflects the difference between the carrying amount and the higher of:

- the present value of the cash flows expected to be generated by the asset or group of assets;

- the amount that could be realized by selling the assets or group of assets;

When the events occurring after the impairment confirm that a reversal is necessary, the reversal is recognized in net income up to the amount of the previously recognized impairment. The amount of the reversal is recognized in income in the period that the reversal occurs.

(d) **Cash and cash equivalents**

Cash and cash equivalents consist of cash at bank, money market funds and guaranteed investment certificates whose term to maturity is within three months from date of acquisition.

(e) **Short and long term investments**

Short term and long term investments are comprised of guaranteed investment certificates. These investments are recorded at fair value. Investments that mature within twelve months from the year-end date are classified as short term. Investments that mature in over twelve months from the year-end date are classified as long term.

(f) **Property and equipment**

The costs of property and equipment are capitalized upon meeting the criteria for recognition as property and equipment, otherwise, costs are expensed as incurred. The cost of property and equipment comprises its purchase price and any directly attributable cost of preparing the asset for its intended use.

Property and equipment are measured at cost less accumulated amortization and accumulated impairment losses.

Draft Statement Subject to Revision

1. **Significant accounting policies (continued)**

(f) **Property and equipment (continued)**

Depreciation is provided for, upon the commencement of the utilization of the assets, using methods and rates designed to amortize the cost of the property and equipment over their estimated useful lives. The annual amortization rates on a straight line basis are as follows:

Furniture and equipment	5 years
Computer equipment	3 years
Leasehold improvements	over the term of the lease

Property and equipment is tested for impairment whenever events or changes in circumstances indicate that its carrying amount may not be recoverable. If any potential impairment is identified, the amount of the impairment is quantified by comparing the carrying value of the property and equipment to its fair value. Any impairment of property and equipment is recognized in income in the year in which the impairment occurs. An impairment loss is not reversed if the fair value of the property and equipment subsequently increases. There were no impairment indicators in 2026.

(g) **Lease inducements**

Lease inducements are deferred and amortized over the term of the premise lease.

(h) **Employee future benefits**

The College contributes to the Healthcare of Ontario Pension Plan (the "Plan" or "HOOPP") which is a multi-employer defined benefit pension plan. The Plan is available to all of the College's employees including both full-time and part-time employees.

In accordance with CPA Handbook section 3462, the multi-employer defined benefit plan is accounted using defined contribution plan accounting due to sufficient information not available to use defined benefit plan accounting.

The College's policy is to expense the contributions in the year in which the contributions are made to the Plan.

(i) **Use of estimates**

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from these estimates, the impact of which would be recorded in future affected periods.

Draft Statement Subject to Revision

2. **Financial instrument risk management**

The College is exposed to various risks through its financial instruments. The following analysis provides a measure of the College's risk exposure at the statement of financial position date.

The financial instruments of the College and the nature of the risks to which those instruments may be subject, are as follows:

	Risks				
			Market risk		
Financial instrument	Credit	Liquidity	Currency	Interest rate	Other price
Cash and cash equivalents	X			X	
Sundry receivables	X				
Short term investments	X			X	
Accounts payable and accrued liabilities		X			

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The College's main credit risks relate to cash and cash equivalents, short term investments and sundry receivables.

The College reduces its exposure to the credit risk of cash and cash equivalents by maintaining balances with a Canadian chartered bank and for short term investments by investing in high investment grade investments. The College is not exposed to significant credit risk in respect of sundry receivables.

Liquidity risk

Liquidity risk is the risk that the College will encounter difficulty in meeting obligations associated with financial liabilities. The College is exposed to this risk mainly in respect of its accounts payable and accrued liabilities. The College expects to meet these obligations as they come due by generating sufficient cash flow from operations.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. The College is not exposed to significant currency or other price risk.

i) **Interest rate risk**

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The value of fixed income investments will generally rise if interest rates fall and decrease if interest rates rise. The College is exposed to interest rate risk on its fixed income investments.

Draft Statement Subject to Revision

2. **Financial instrument risk management (continued)**

Changes in risk

There have been no significant changes in the risk profile of the financial instruments of the College from that of the prior year.

3. **Investments - short term**

Details of investments are as follows:

	2026 $	2025 $
Short term		
Redeemable guaranteed investment certificates at varying rates between 2.48% to 2.74% maturing between September 2026 and May 2027	**9,264,311**	-

Investment risk management

Risk management relates to the understanding and active management of risks associated with all areas of the College's activities and operations. Investments are primarily exposed to interest rate and other price risks. The College has formal policies and procedures for investment transactions and the majority of investments are made on the advice of portfolio managers.

4. **Property and equipment**

Details of property and equipment are as follows:

			2026
	Cost $	**Accumulated Amortization $**	**Net Book Value $**
Furniture and equipment	**179,152**	**173,691**	**5,461**
Computer equipment	**165,354**	**116,832**	**48,522**
Leasehold improvements	**1,331,175**	**766,310**	**564,865**
	1,675,681	**1,056,833**	**618,848**

			2025
	Cost $	**Accumulated Amortization $**	**Net Book Value $**
Furniture and equipment	179,152	146,499	32,653
Computer equipment	214,334	162,135	52,199
Leasehold improvements	1,331,175	665,140	666,035
	1,724,661	973,774	750,887

Draft Statement Subject to Revision

4. **Property and equipment (continued)**

Administration expenses in the Statement of Operations includes depreciation expense of $174,760 ($163,268 - 2025).

During the current fiscal year, the College determined that computer equipment with an original cost of $94,977 and accumulated amortization of $91,701 were no longer in use by the College and as such were written off. The College recognized a loss on disposal of property and equipment of $3,276, which is reflected in the Statement of Operations.

5. **Accounts payable and accrued liabilities**

Details of accounts payable and accrued liabilities are as follows:

	2026 $	2025 $
Trade payables and accruals	**576,234**	540,218
Payroll and withholding taxes	**51,848**	48,132
Amount payable to Ministry of Children, Community and Social Services	**77,221**	77,221
	705,303	665,571

6. **Lease inducements**

Lease inducements received in the form of a leasehold improvement allowance under the premise lease are deferred and amortized on a straight line basis over the term of the lease as follows:

	2026 $	2025 $
Balance - at beginning of year	**167,622**	193,084
Less: amortization of lease inducements	**(25,462)**	(25,462)
Balance - at end of year	**142,160**	167,622
Current portion	**25,462**	25,462
Long-term portion	**116,698**	142,160

Administration expenses in the Statement of Operations includes amortization of deferred lease inducements of $25,462 ($25,462 - 2025).

Draft Statement Subject to Revision

7. **Net assets - internally restricted**

	2026 $	2025 $
Investigations and hearings reserve fund	**1,000,000**	300,000
Contingency reserve fund	**1,000,000**	1,000,000
Web site and database development reserve fund	**165,872**	165,872
Premises reserve fund	**227,742**	227,742
	2,393,614	1,693,614

During the 2026 fiscal year, the Board of Directors approved a transfer of $700,000 from Unrestricted Net Assets to the Investigations and Hearings Reserve Fund to align the fund balance with the budgeted level.

During the 2025 fiscal year, transfers of $54,839 from the Investigations and Hearings Reserve Fund and $140,992 from the Fee Stabilization Reserve Fund to Unrestricted Net Assets were approved to cover the 2024 fiscal year operating deficiency. The Fee Stabilization Reserve Fund was closed during the 2025 fiscal year.

8. **Employee future benefits**

During the current year, the College became a participating employer in the Healthcare of Ontario Pension Plan ("HOOPP"), a multi-employer defined benefit pension plan. Contributions to the plan made during the year by the College amounted to $223,052 and are included in administration expense in the Statement of Operations.

As at December 31, 2025, the fiscal year end of HOOPP, the pension plan was fully funded on a going concern basis.

9. **Commitments**

The College is committed to annual rental payments for office equipment and premises under operating leases. The office equipment leases expire in September 2026 and October 2026, and the premise lease expires in December 2031. During the current year, the College entered into a psychometric services agreement that expires in December 2028. The minimum annual payments under the leases and service agreement are as follows:

	Premises $	Equipment $	Psychometric services $	Total $
2027	210,609	2,364	66,831	279,804
2028	214,997	-	68,663	283,660
2029	221,140	-	19,707	240,847
2030	225,528	-	-	225,528
2031	231,670	-	-	231,670
Thereafter	135,141	-	-	135,141
	1,239,085	2,364	155,201	1,396,650

In addition, the College is responsible for its proportionate share of operating costs and realty taxes on its premises which in 2026 amount to $199,000 ($196,000 - 2025).

Draft Statement Subject to Revision

10. **Contingent liabilities**

There is currently two matters under review to assess whether the College has potential liabilities. As the outcome of these matters are not determinable at this time, no amounts have been recorded in the financial statements.

Draft Statement Subject to Revision

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COLLEGE OF
PSYCHOLOGISTS AND
BEHAVIOUR ANALYSTS
OF ONTARIO

BRIEFING NOTE

2026.03.05A

SEPTEMBER 2026 BOARD MEETING

CONSULTATION RESULTS: AMENDMENTS TO BY-LAW 25, REPORTING OF SUPERVISED PSYCHOLOGICAL AND ABA SERVICES

STRATEGIC DIRECTION REFLECTION

Excellence in Care, Innovation in Regulation

MOTION FOR CONSIDERATION

That the amendments to *By-law 25: The Register and Related Matters* be approved by the Board of Directors.

PUBLIC INTEREST RATIONALE

Supervision is a core service delivery mechanism in psychology and applied behaviour analysis (ABA), particularly in contexts where services are provided by students, trainees, unregulated individuals, supervised practice candidates or regulated professionals of other Colleges (e.g. CPSO, COTO, CRPO, CNO, OCSWSSW). In these models, the supervising registrant retains professional responsibility and accountability for client care, notwithstanding that services may be delivered by another individual.

Effective regulatory oversight of supervision is therefore essential to ensuring that care is safe, competent, and ethical. Requiring registrants to report supervisee identities and practice locations would strengthen the College's ability to maintain clear lines of accountability. In the event of a complaint or report, access to accurate supervisory information would enable the College to promptly identify all individuals involved in care delivery and assess whether supervision was appropriate. This supports timely, fair, and effective investigations, and reduces the risk that concerns involving unregulated individuals cannot be appropriately traced to a responsible registrant.

At a system level, the collection of supervision-related data would generate critical regulatory intelligence. It would allow the College to better understand:

- the volume of services delivered under supervision;
- the geographic distribution of those services; and
- the extent to which the system relies on supervised practice models.

This information is necessary to support evidence-informed decision-making regarding access to safe, equitable, and accessible care across Ontario.

BACKGROUND

In 2018, following amendments to the *Regulated Health Professions Act, 1991*, the College proposed revisions to By-law 25, including a requirement to include in the public register "the full name of every

direct supervisee who is not a member of the College." The intent was to enhance transparency regarding individuals delivering psychological services under supervision.

While stakeholders generally supported the objective, concerns were raised regarding:

- the administrative burden, particularly in academic, research, and institutional settings;
- ambiguity regarding the definition of "supervisee" (e.g., inclusion of psychometrists or administrative staff); and
- the operational feasibility of maintaining accurate and current records.

Council ultimately deferred the amendment for further consideration.

Subsequent environmental scanning indicates that other Ontario health regulators generally rely on standards and guidelines, rather than registry-based reporting, to oversee supervision. However, psychology and ABA are atypical in the scale and structure of supervised service delivery. In many professions, supervision relates to discrete tasks performed in proximity to the registrant, rather than oversight of a supervisee's entire practice in a separate location. Psychology and psychotherapy supervision models often involve distributed, longitudinal oversight, including supervision of independent caseloads.

Among professions authorized to perform psychotherapy, insurance coverage practices further complicate the landscape. Insurers typically reimburse services based on provider designation rather than the controlled act of psychotherapy, and practices vary with respect to services delivered under supervision. There is some indication that psychotherapy services supervised by a CPBAO registrant may be more consistently reimbursed, and at a higher rate, than those supervised by members of other professions, although insurer practices are not uniform.

Nationally, psychology regulators report comparatively lower volumes of supervised practice. In several jurisdictions, including Quebec and British Columbia, supervision models are more circumscribed and do not generally extend to the supervision of other regulated professionals. Most Canadian jurisdictions limit supervision to individuals registered in provisional or supervised practice categories, often with clearly defined scope and duration. In some provinces, such as Quebec and Alberta, supervision requirements also include prescribed minimum hours of direct supervisory contact.

Ontario requires four years of supervised work experience for master's-level applicants seeking registration as psychological associates. This requirement contributes to a prolonged and high-volume supervision model relative to most other jurisdictions.

ABA services also rely heavily on supervision, though with different service delivery structures. Supervision is embedded in most ABA models, and services are funded through a combination of public programs and private insurance, further increasing the scale and complexity of supervised practice.

The Board of Directors voted at their June 2026 meeting to send the draft Bylaw amendments out for registrant consultation for a period of 60-days pursuant to the Health Professions Procedural Code, being Schedule 2 to the Regulated Health Professions Act, 1991.

RATIONALE

The proposed amendments are intended to address a material regulatory gap.

While the *Standards of Professional Conduct, 2024* permit registrants to supervise services delivered by non-registrants, the College currently lacks a systematic mechanism to identify:

- who is providing services under supervision;

- where those services are being delivered; and
- which registrant is accountable for those services.

This creates challenges in several areas:

- **Complaints and investigations**: The College may be unable to identify the responsible registrant where concerns arise regarding a supervised service provider. The location and custody of clinical records associated with supervised services may be unclear, leading to delays in investigations.
- **Verification of supervision**: The College cannot independently confirm whether supervision is occurring in a given location or relationship.
- **Scope of professional services**: The College lacks insight into the scale and structure of registrants' supervision practices, including situations involving extensive supervisee networks.

The proposed amendments have been refined to target higher-risk contexts while minimizing unnecessary burden. Specifically:

- Reporting requirements would distinguish between institutional and non-institutional settings.
- Institutional settings (e.g., hospitals, schools, universities, correctional facilities, community mental health centres) typically include existing oversight mechanisms, reducing the need for duplicative reporting.
- In non-institutional settings, the College is often the sole oversight body, making reporting essential.

The proposed amendments would:

- Require registrants to report all locations where they provide services and where services are delivered under their supervision; and
- Require reporting of the identity and practice location of supervisees, limited to non-institutional and non-training contexts.

At this time, it is not proposed that supervisee information be made public. The primary purpose is to support regulatory oversight, accountability, and system intelligence.

RISK

Regulatory risk (status quo)

Without enhanced reporting:

- The College remains reactive rather than proactive in overseeing supervision;
- Accountability for services delivered by unregulated individuals may be unclear or untraceable;
- The College lacks the data necessary to understand system-level risks and service distribution; and
- There is a risk of perceived inaction in addressing a known gap in oversight.

COST IMPLICATIONS (FINANCIAL, LABOUR, ADMINISTRATIVE BURDEN)

- Modifications to College databases and reporting systems;
- Potential incremental staffing or compliance monitoring costs;
- Limited impact on the public register if information remains non-public.
- Registrants may perceive the requirements as administratively burdensome, particularly those with large supervision practices;
- The College will incur operational and systems costs to collect and maintain the information;
- Data accuracy and currency will require ongoing compliance efforts.

CONSULTATION RESULTS

June 26, 2026

- The consultation was launched and circulated to all registrants and the public via email.
- The consultation materials were posted on the Public Consultations page and the Homepage (newsfeed) of CPBAO's website.
- The consultation was also promoted on social media across its social media channels, including Facebook and LinkedIn, to broaden public reach.

July 28, 2026

- A reminder was included in the July 2026 Edition of *Headlines* to encourage participation.

July 29, 2026

- A reminder was shared on CPBAO's social media channels, including Facebook, LinkedIn, and X.

August 11, 2026

- A final reminder was shared on CPBAO's social media channels, including Facebook, LinkedIn, and X (Facebook, LinkedIn, and X).

The consultation email was sent to:

- 7,346 registrants
- 729 subscribers

Headlines also included a small consultation reminder. It was sent to:

- 7,395 registrants
- 726 subscribers

The College received 155 responses (approximately 2% of recipients). Each response was analyzed manually by members of the Senior Staff, and the de-identified data set was analyzed using a secure, licensed Artificial Intelligence (AI) platform, with oversight and review by staff and with the assistance of a technology consultant. Data submitted through the platform is not publicly accessible, is protected by organizational security controls, and is not used to train AI models. Of the responses received, 56.8% were supportive (scores 5–7), 11.6% were neutral (score=4), and 31.6% were opposed (scores 1–3) on a 7-point Likert Scale ranging from (1=strongly opposed to 7=strongly supportive).

Respondent type	**Responses**
CPBAO registrant	147
Member of the Public	4
Student	1
Organization/System Partner	2
Other	1

Valence of Responses	**Responses**
Opposed or concerned (1–3)	49
Neutral or unclear (4)	18
Supportive (5–7)	88

Concern Themes

Item	Responses
Administrative burden & feasibility	43
Privacy, confidentiality & public disclosure	39
Practice-location scope & ambiguity	34
Supervisee & supervision scope ambiguity	32
Evidence, necessity & proportionality	30
Implementation & reporting-process clarity	25
Existing safeguards & duplication	20
Workforce, supervision capacity & service access	12
Jurisdiction & virtual practice	10
Confidence in the College & consultation process	9
Liability & accountability mapping	9

Support Themes	
Item	**Responses**
Supervision oversight & quality assurance	49
Public protection & service safety	26
Accountability & clear responsibility	22
Accurate & complete practice information	20
Complaint traceability & record location	12
Transparency & public confidence	10
Regulatory intelligence & broader system value	7

OPTIONS

1. Approve the proposed amendments to By-law 25;
2. Direct further refinements of the amendments to address specific operational or stakeholder concerns while preserving the public interest objectives

NEXT STEPS

Upon approval:

- Update By-law 25
- Draft communications to registrants
- Develop operational processes and guidance for registrants
- A phased implementation post-approval)

ATTACHMENTS

1. Proposed amendments to By-law 25: The Register and Related Matters
2. March 2018 Briefing note to Council on By-law 25: The Register and Related Matters (pages 46-53) of the Council Materials);
3. Pages 60-66 of the Briefing note to Council for the June 2018 Council meeting on By-law 25, the Register and Related Matters;
4. Page 4 of the June 22, 2018 Council Meeting minutes;

CONTACT FOR QUESTIONS

Tony DeBono
Registrar & CEO

Zimra Yetnikoff
Deputy Registrar/Director, Investigations & Hearings

BY-LAW 25: THE REGISTER AND RELATED MATTERS

[Approved by the Board December 2003; last amended on June 22, 2018]

This By-law is made under the authority of the *Regulated Health Professions Act, 1991* as amended, and the *Psychology and Applied Behaviour Analysis Act, 2021* as amended.

25.1 (1) A registrant's name in the register shall be the registrant's name as provided in the recorded evidence used to support the registrant's initial registration.

(2) The Registrar shall direct that a name other than as provided in subsection (1) be entered in the register if such a request is made by the registrant and the Registrar is satisfied that the registrant has validly changed their name and that the use of the name is not for an improper purpose.

25.2 (1) Unless otherwise approved by the Registrar, a registrant's business address in the register shall be the address of the location in Ontario where the public may contact the registrant.

(2) A registrant's business telephone number in the register shall be the telephone number of the location in Ontario where the registrant principally engages in practice or, if the registrant does not practise in Ontario, the telephone number of the location designated in subsection (1).

25.3 In addition to the information required under subsection 23(2) of the Health Professions Procedural Code, being Schedule 2 to the *Regulated Health Professions Act, 1991*, the register of the College shall contain the following information with respect to each registrant:

1. The registrant's name and any changes to the registrant's name which have been made in the register since they first became registered with the College;
2. The registrant's registration number;
3. The registrant's gender and date of birth;
4. The date when the registrant's certificate of registration was first issued by the College;
5. If the person ceased to be a registrant as a result of their resignation or death, the date upon which the person ceased to be a registrant;
6. The highest degree held by the registrant and on which registration is based;
7. The name of the educational institution from which the registrant received their highest degree upon which registration was based, and the year in which the degree was obtained;
8. The classes of certificates of registration held by the registrant, the date on which each was issued and, if applicable, the termination or expiration date of each;
9. Where a registrant holds a Certificate of Registration as a Psychologist or Psychological Associate, the registrant's authorized Area(s) of Practice and authorized Client Groups served;
10. The address and telephone number of each location in Ontario where the registrant engages in practice~~.~~; For greater clarity, this includes each practice location where the registrant engages in the direct provision of psychological or applied behaviour analysis services, and each location where services are provided under a registrant's supervision;

~~10.~~11. The name and business address of each person providing psychological or applied behaviour analysis services under the registrant's supervision, if supervision is provided without institutional oversight and/or outside of the College's registration regulation. Institutional oversight includes, but is not limited to, supervision provided through an educational degree-conferring program, a hospital, a school, a community mental health centre, a correctional institution, and such other types of supervision as may be determined by the College and published on the College's website;

~~11.~~12. The registrant's home address and home telephone number;

~~12.~~13. The registrant's preferred mailing address for communication by the College;

~~13.~~14. The registrant's preferred e-mail address for communication by the College;

~~14.~~15. An optional e-mail address for use by the public;

~~15.~~16. If the registrant is a shareholder, officer or director of a health profession corporation which holds a certificate of authorization issued by the College, the name of the health profession corporation and what position or title, if any, the registrant holds with that corporation;

~~16.~~17. While a registrant holds a Certificate of Registration Authorizing Supervised Practice as a

Psychologist or Psychological Associate, the names of the registrants who are acting, or have acted as primary or alternate supervisors;

~~17.~~18. While a registrant holds a Certificate of Registration Authorizing Supervised Practice as a Behaviour Analyst, the name of the registrant who is acting, or has acted as the supervisor;

~~18.~~19. The name(s) and contact information of the individual(s) who will have custody of the registrant's client records in the event of a registrant's incapacity or death, or if the registrant is no longer practicing in Ontario. This information will be made available only to the public in the actual event of a registrant's s incapacity or death or in the case of a registrant no longer practicing in Ontario, if that information has been provided to the College;

~~19.~~20. The registration status of a registrant with every health regulatory body, inside and outside of Ontario;

~~20.~~21. If an allegation of professional misconduct or incompetence has been referred to the Discipline Committee in respect of the registrantr, and is outstanding,

a. the date of the hearing if the hearing date has been set or the next scheduled date for the continuation of the hearing if the hearing has commenced, and,
b. if the hearing has been adjourned *indefinitely*, a notation of that fact;

~~21.~~22. If the question of the registrant's capacity has been referred to the Fitness to Practice Committee and not yet decided, a notation of that fact;

~~22.~~23. If, prior to January 1, 1994, the person ceased to be a registrant as a result of their resignation after a referral to Discipline, a brief summary of the allegations against the registrant and the fact that the resignation occurred in the face of such allegations, or such other notations as may be agreed to by the registrant and the Registrar;

~~23.~~24. If a finding of professional misconduct, incompetence or incapacity has been made against a registrant by any other regulatory body, in or outside of Ontario, or in any other health profession,

a. a notation of that fact,
b. the date of the finding and the name of the governing body that made the finding,
c. a brief summary of the facts on which the finding was based,
d. the penalty, if any, and
e. where the finding is under appeal, a notation of that fact, which notation shall be removed once the appeal is finally disposed of;

~~24.~~25. If an application for reinstatement has been referred to the Discipline Committee and is outstanding,

a. a notation of that fact, and
b. the date of the hearing if the hearing date has been set or the next scheduled date for the continuation of the hearing if the hearing has commenced;

~~25.~~26. The result, including a synopsis of the decision, of any reinstatement proceeding before the Discipline Committee;

~~26.~~27. The text of any reprimand delivered by a panel of the Discipline Committee, unless otherwise prohibited by law;

~~27.~~28. In respect of the elements of an Undertaking & Agreement entered into with the Inquiries, Complaints or Reports Committee or Discipline Committee, a notation of each of the elements that has been completed while the Undertaking & Agreement remains in effect, and

where applicable, a notation that the decision has been appealed;

~~28.~~29. In respect of a Specified Continuing Education or Remediation Program ordered by the Inquiries, Complaints and Reports Committee, a notation of each of the elements that has been completed, and, where applicable, a notation that the decision has been appealed;

~~29.~~30. In respect of a caution required by the Inquiries, Complaints and Reports Committee, the date

the caution was issued, and, where applicable a notation that the decision has been appealed.

25.4 In addition to the information under subsection 23(2) of the Health Professions Procedural Code, being Schedule 2 to the *Regulated Health Professions Act, 1991*, the register shall contain, in respect of each health profession corporation to which a certificate of authorization has been issued by the College, the following information:

1. The certificate of authorization number;
2. The mailing address of the health profession corporation if different from the registrant's business address;
3. The date upon which the certificate of authorization was first issued;
4. If the certificate of authorization has been revoked, a notation of the fact, the date when the revocation occurred and a brief summary of the reasons for the revocation;
5. If the certificate of authorization was revised or a new certificate of authorization was issued to the health profession corporation, a notation of that fact and the date when that occurred;
6. The name, as set out in the College register, of each of the officer and director of the health profession corporation and the title or office held by each;
7. The practice name(s) or business name(s), if any, used by the health profession corporation;
8. The address and telephone number of each location at which the health profession corporation carries on business;
9. A brief description of the business activities carried on by the health profession corporation.

25.5 (1) Subject to section 25.2 and 25.5.(2), all information contained in section 25.3, excluding information in paragraphs 2, 3, 11, 12, 13, 17 20, 21, 23 ~~22~~; and all information in section 25.4 shall be information available to the public from the register of the College under subsection 23(5) of the Health Professions Procedural Code, being Schedule 2 to the *Regulated Health Professions Act, 1991*.

a. At the discretion of the Registrar, information designated as public in the register may be provided to any person in printed, electronic or oral form.
b. The College will not provide a registrant's registration number but may verify the number upon request.
c. In the case of a registrant holding a Certificate of Registration Authorizing Supervised Practice as a Psychologist or Psychological Associate, information respecting authorized Area(s) of Practice and authorized Client Groups Served will not be made available to the public.

(2) At the discretion of the Registrar, a registrant's previous name or names shall not be information available to the public from the register of the College.

(3) Information which, but for the commencement of an appeal or other legal proceeding, would have been available to the public from the register of the College of subsection 23(5) of the Health Professions Procedural Code, being Schedule 2 to the *Regulated Health Professions Act, 1991*, shall be available to the public from the register of the College as if no appeal or legal proceeding had been commenced.

25.6 (1) A registrant shall immediately provide to the College, upon request, the following:

a. information described in sections 25.3 and 25.4, and

b. any other information which the College may be required to collect at the request of the Minister, for the purpose of health human resources planning as per section 36.1 of the Health Professions Procedural Code, being Schedule 2 to the *Regulated Health Professions Act, 1991*.

(2) A registrant shall notify the Registrar within thirty (30) days of a change in their name. If there has been a change in any of the other information required to be provided under subsection (1) the registrant shall notify the Registrar in writing of the change within thirty (30) days of the effective date of the change.

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO

Briefing Note – Council Meeting March 2018

By-law 25: The Register and Related Matters

Strategic Direction Reflection

Communicating clearly and effectively with stakeholders, particularly applicants, members and the public; Acting in a responsibly transparent manner; Advancing the Council's Governance Practices

Motion for Consideration – Recommendation from Executive Committee

That the amendments to *By-law 25: The Register and Related Matters* be approved for circulation to the membership.

Moved By TBD

Background

At its November 30, 2017 plenary meeting, the Discipline Committee reviewed its Rules of Procedure in light of the recent amendments to the *Regulated Health Professions Act, 1991 (RHPA)*. As a result of this review, the Discipline Committee recommended several amendments to *By-law 25: The Register and Related Matters*.

Section 23(14)(a) of the Health Professions Procedural Code now requires publication on the public register of a "synopsis" of any reprimand made in a Discipline proceeding. Rather than posting a synopsis, the Committee believed it to be reasonable and appropriate to post the entire text of a reprimand. As this change goes further than what the *RHPA* requires, such a change must be implemented through the Register By-law.

There are several deletions to the By-law being recommended for sections which deal with items that are now captured in the recent amendments to the *RHPA*. As they are part of the legislation, they no longer need to be captured in By-law. In addition, there are some matters related to the transparency initiatives and other items that have been brought to the College's attention, as well as some housekeeping changes which can be addressed while the By-law is being circulated to the membership.

Rationale

The main matter relates to the posting of reprimands. Many Colleges post the entirety of reprimands issued by the Discipline Committee. In one recent case this College, as part of its decision, ordered that the entire reprimand be posted. At its plenary meeting, the Discipline Committee expressed the opinion that full reprimands should consistently be posted on the public register as this is the most transparent approach. If only a summary is posted, it could give rise to concerns regarding the decisions made as to which parts of the reprimand are to be posted and which are to be withheld. The Committee expressed its preference in proceeding to make this change by way of by-law, rather than policy. This would

ensure that full reprimands will be posted in every case, without each panel of the Discipline Committee having to consider the issue and make a specific order through reference to policy.

A review of the By-law suggests that several sections are redundant and no longer necessary as the matters are now captured in the amendments to the *RHPA*. Finally, some minor changes throughout the By-law are suggested, such as with respect to public register terminology and the citation of legislation, as well as the re-ordering of sections. Attached is a two-column copy of *By-law 25: The Register and Related Matters*, showing the changes to the By-law for consideration and the rationale for the change.

Attachment

1. Two-column copy of *By-law 25: The Register and Related Matters* with tracked changes and rationale for change

Contact for Questions

Zimra Yetnikoff, Director, Investigations & Hearings

BY-LAW 25: THE REGISTER AND RELATED MATTERS

[Approved by Council December 2003; amended March 2007, March 27, 2009, September 25, 2009, March 21, 2014]

This by-law is made under the authority of the *Regulated Health Professions Act, 1991* as amended, and the *Psychology Act, 1991* as amended.

By-law Wording	Rationale for Change
25.1 (1) A member's name in the register shall be the member's name as provided in the recorded evidence used to support the member's initial registration. (2) The Registrar shall direct that a name other than as provided in subsection (1) be entered in the register if such a request is made by the member and the Registrar is satisfied that the member has validly changed his or her name and that the use of the name is not for an improper purpose. 25.2 (1) Unless otherwise approved by the Registrar, a member's business address in the register shall be the address of the location in Ontario where the public may contact the member. (2) A member's business telephone number in the register shall be the telephone number of the location in Ontario where the member principally engages in psychological practice or, if the member does not practise in Ontario, the telephone number of the location designated in subsection (1).	• No Changes
25.3 In addition to the information required under subsection 23(2) of the Health Professions Procedural Code, being schedule 2 to ~~of~~ the *Regulated Health Professions Act, 1991*, the register of the College shall contain the following information with respect to each member: 1. The member's name and any changes to the member's name which have been made in the register since he or she first became registered with the College; 2. The member's registration number; 3. The member's gender and date of birth; 4. The date when the member's certificate of registration was first issued by the College; 5. If the person ceased to be a member as a result of his or her resignation or death, the date upon which the person ceased to be a member; 6. The highest degree in psychology held by the member and on which registration is based; 7. The name of the educational institution from which the member received his or her	• Added for accuracy

highest degree in psychology upon which registration was based, and the year in which the degree was obtained; 8. The classes of certificates of registration held by the member, the date on which each was issued and, if applicable, the termination or expiration date of each; 9. The member's authorized Area(s) of Practice and authorized Client Groups served; 10. The address and telephone number of each location in Ontario where the member engages in psychological practice; 11. The member's home address and home telephone number; 12. The member's preferred mailing address for communication by the College; 13. The member's preferred e-mail address for communication by the College; 14. An optional e-mail address for use by the public; 15. If the member is a shareholder, officer or director of a health profession corporation which holds a certificate of authorization issued by the College, the name of the health profession corporation and what position or title, if any, the member holds with that corporation;	• Added to clarify that client groups as well as Area(s) of Practice must be authorized
~~15.~~16. The full name of every direct supervisee, who is not a member of the College;	• Provides additional transparency for the public with respect to non-members who provide services under supervision and is consistent with current requirement for posting names of Supervised Practice supervisors
~~16.~~17. In the case of a member holding a Certificate of Registration Authorizing Supervised Practice, the names of the member's supervisors, current or past;	• 17. was moved from 25. with and addition to note that all supervisors will be noted
~~17.~~18. The name(s) and contact information of the individual(s) who will have custody of the member's client records in the event of a member's incapacity or death, or if the member is no longer practicing in Ontario This information will only be made available to the public in the actual event of a member's incapacity or death or in the case of a member no longer practicing in Ontario, if that information has been provided to the College.	• Moved from 26. with addition of providing contact information in the case where the member leaves Ontario
~~18.~~19. The registration status of a member with every health regulatory body, inside and outside of Ontario;	• Approved by Council in September 2016 but inclusion deferred until other by-law changes necessitated circulation
~~19.~~20. If an allegation of professional misconduct or incompetence has been referred to the Discipline Committee in respect of the member and is outstanding, ~~(a) a notation of that fact and whether the allegations are for professional~~	• Reference to posting of allegations and notice of hearing no longer needed as now required by *RHPA*

~~misconduct or incompetence,~~ ~~(b) the Notice of Hearing,~~ ~~(c)~~(a) the date of the hearing if the hearing date has been set or the next scheduled date for the continuation of the hearing if the hearing has commenced, and, ~~(d)~~(b) if the hearing has been adjourned *indefinitely*, a notation of that fact; ~~20.~~21. If the question of the member's capacity has been referred to the Fitness to Practice Committee and not yet decided, a notation of that fact; ~~21.~~22. ~~If the person ceased to be a member as a result of his or her resignation after a referral to the Discipline Committee, a brief summary of the allegations against the member, and the fact that the resignation occurred in the face of such allegations, or such other notations as may be agreed to by the member and the Registrar;~~ ~~22.~~23. If, prior to January 1, 1994, the person ceased to be a member as a result of his or her resignation after a referral to Discipline, a brief summary of the allegations against the member, and the fact that the resignation occurred in the face of such allegations, or such other notations as may be agreed to by the member and the Registrar; ~~23. If the member has been required to attend before the Inquiries, Complaints and Reports Committee to be cautioned, a notation of that fact;~~ ~~24.~~ If a finding of professional misconduct, incompetence or incapacity has been made against a member by any other regulatory body, in or outside of Ontario, or in any other health profession, (a) a notation of that fact, (b) the date of the finding and the name of the governing body that made the finding, (c) a brief summary of the facts on which the finding was based, (d) the penalty, if any, and (e) where the finding is under appeal, a notation of that fact, which notation shall be removed once the appeal is finally disposed of; ~~25. In the case of a member holding a Certificate of Registration Authorizing Supervised Practice, the names of the member's supervisors;~~ ~~26. The name(s) and contact information of the individual(s) who will have custody of the member's client records in the event of a member's incapacity or death. This information will only be made available to the public in the actual event of a member's incapacity or death.~~	• Reference to posting of a summary of the allegations against a member who resigned in the face of a referral to Discipline and the notation of this no longer needed as now required by *RHPA* • Reference to posting of the fact of attendance before ICRC to be cautioned no longer needed as now required by RHPA • Moved to 17 • Moved to 18 with some additional wording added

~~27.~~25. If an application for reinstatement has been referred to the Discipline Committee and is outstanding, (a) a notation of that fact, and (b) the date of the hearing if the hearing date has been set or the next scheduled date for the continuation of the hearing if the hearing has commenced; 26. The result, including a synopsis of the decision, of any reinstatement proceeding before the Discipline Committee. 27. The text of any reprimand delivered by a panel of the Discipline Committee, unless otherwise prohibited by law; 28. In respect of the elements of an Undertaking & Agreement entered into with the Inquiries, Complaints or Reports Committee or Discipline Committee, a notation of each of the elements that has been completed while the Undertaking & Agreement remains in effect, and, where applicable, a notation that the decision has been appealed; 29. In respect of a Specified Continuing Education or Remediation Program ordered by the Inquiries, Complaints and Reports Committee, a notation of each of the elements that has been completed, and, where applicable, a notation that the decision has been appealed; 30. In respect of a caution required by the Inquiries, Complaints and Reports Committee, the date the caution was issued and, where applicable, a notation that the decision has been appealed.	• Posting of full text of reprimand to ensure accuracy and transparency as well as consistency with regard to whether or not full text is posted • Posting of the details with respect to Cautions, Undertakings and SCERPs issued by the ICRC/ Discipline Committee. Provides transparency and clarity as well as fairness to member
25.4 In addition to the information under subsection 23(2) of the Health Professions Procedural Code, being schedule 2 to~~of~~ the *Regulated Health Professions Act, 1991*, the register shall contain, in respect of each health profession corporation to which a certificate of authorization has been issued by the College, the following information: 1. The certificate of authorization number; 2. The mailing address of the health profession corporation if different from the member's business address; 3. The date upon which the certificate of authorization was first issued; 4. If the certificate of authorization has been revoked, a notation of the fact, the date when the revocation occurred and a brief summary of the reasons for the revocation;	• Added for accuracy

5. If the certificate of authorization was revised or a new certificate of authorization was issued to the health profession corporation, a notation of that fact and the date when that occurred; 6. The name, as set out in the College register, of each of the officer and director of the health profession corporation and the title or office held by each; 7. The practice name(s) or business name(s), if any, used by the health profession corporation; 8. The address and telephone number of each location at which the health profession corporation carries on business; 9. A brief description of the business activities carried on by the health profession corporation.	
25.5 Subject to section 25.2 and 25.5.(1), all information contained in section 25.3, excluding information in paragraphs 2, 3, 11, 12, 13, ~~17, 20,~~ 21, 23; and all information in section 25.4 shall be information available to the public from the register of the College under subsection 23(5) of the Health Professions Procedural Code, being Schedule 2 to ~~of~~ the *Regulated Health Professions Act, 1991*. (a) At the discretion of the Registrar, information designated as public in the register may be provided to any person in printed, electronic or oral form. (b) The College will not provide a member's registration number but may verify the number upon request. (c) In the case of a member holding a Certificate of Registration Authorizing Supervised Practice, information respecting authorized Area(s) of Practice and authorized Client ~~Populations~~ Groups served will not be made available to the public. (1) At the discretion of the Registrar, a member's previous name or names shall not be information available to the public from the register of the College. (2) Information which, but for the commencement of an appeal or other legal proceeding, would have been available to the public from the register of the College of subsection 23(5) of the Health Professions Procedural Code, being Schedule 2 to~~of~~ the *Regulated Health Professions Act, 1991*, shall be available to the public from the register of the College as if no appeal or legal proceeding had been commenced.	• Exclusions from posting revised as insertions and deletions changed numbering. • Added for accuracy • Added to reflect wording in Registration Regulation and consistency with 25.3 9. • Added for accuracy

25.6 (1) A member shall immediately provide to the College, upon request, the following: (a) information described in sections 25.3 and 25.4, and (b) any other information which the College may be required to collect at the request of the Minister, for the purpose of health human resources planning as per section 36.1 of the Health Professions Procedural Code, being Schedule 2 to ~~of~~ the *Regulated Health Professions Act, 1991*. (2) A member shall notify the Registrar within thirty (30) days of a change in his/her name. If there has been a change in any of the other information required to be provided under subsection (1) the member shall notify the Registrar in writing of the change within thirty (30) days of the effective date of the change.	• Added for accuracy

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO

Briefing Note – June 2018 Council Meeting

By-Law 25: The Register and Related Matters

Strategic Direction Reflection
Acting in a responsibly transparent manner

Motion for Consideration
That the amendments to *By-law 25: The Register and Related Matters* be approved.

Update
At the March 9, 2018 meeting of Council, amendments to *By-Law 25: The Register and Related Matters* were approved for circulation to the membership, for the required 60 days. The consultation was distributed to members and other stakeholders on April 18, 2018 and a reminder was published in the April 2018 *e-Bulletin.* Feedback deadline was June 18, 2018.

The consultation as sent to 4403 people. To date, the College has received 23 responses.

Feedback
The feedback received was only related to a very small number of the proposed amendments. For ease of reference, the feedback has been grouped according to the proposal being commented upon, and is provided verbatim *in italics*. I have provided some "Summary Comments" at the beginning of each section.

<u>General Support for Proposed Changes</u>
Summary Comments:
Three members provided overall general agreement with the proposed changes.

1. *I have read the Bylaw 25 and the proposed amendments and explanations and find these to be clear. No change to propose. Thanks for your thoroughness and hard work.*

2. *I have reviewed the changes and they all seem reasonable. Thank you for the opportunity.*

3. *I'm in general agreement with the proposed changes.* [This member added a question to be considered in relation to sections 28-30.]

<u>25.3 16. Proposal that the public register includes *the full name of every direct supervisee, who is not a member of the College*.</u>
Summary Comments:
This proposal received the most comment with 16 responses. With the exception of one response, those providing feedback were concerned about the public protection value of this additional requirement when viewed against the increased burden it will place on members. Members noted the

variety of settings and circumstances in which one may undertake supervision which can include supervision of many research assistance and all students in clinical training programs. In listing supervisors of supervised practice members, the public could readily find the names of these individuals by "searching" the supervised practice member. Since many of the supervisees contemplated in this section are non-members, their names would not be searchable and therefore not available unless one already knew the name of the supervisor. It would appear that the "unintended consequences" of enacting 25.3.16 may be significant and further consideration may wish to be given to this proposal before it is included. I would suggest Council consider removing this item at this time.

1. *I have looked at the amendments. For the most part, they all make sense and appear appropriate. However, there is one which I question: 25.3 #16. I do not understand why a supervisee who is not a member, or in the process of becoming a member, of the College would need to be named. For example, if the supervisee is a member of the College of Social workers, which has their own set of regulations, how would that be pertinent to having their name written up in the College of Psychologists? Also, as a client can choose whether they wish to consult with a psychologist, a psychotherapist or a social worker and if they have not chosen a psychologist, what advantage would it be to a supervisee to have their name made available to a College of which they are not a member? Has this suggested amendment been presented to other Colleges for their feedback?*

2. *Thank you for taking these concerns into account. I have reviewed the proposed amendments to By-law 25. I am very glad to see the proposal for including the listing of direct supervisees (25.3, item 16), which will ensure ease of access to this information by clients, other disciplines, and for psychologists (e.g., to readily confirm official status and lines of responsibility, especially within large organizations such as school boards).*

3. *Thank you for this opportunity to comment on the proposed changes to the by-laws. Regarding the contents of the register (25.3), point 16 "The full name of every direct supervisee, who is not a member of the College," I support the principle of transparency behind this change. I would appreciate a clarification that the intention is to list supervisees regarding psychological services (rather than the direct reports of members who are managers or clerical staff hired to support a private practice), if that is correct. I would assume that this requirement would include both students/residents and nonregulated professionals (e.g., psychometrists), as well as anyone being supervised by a supervisee (e.g., a member in supervised practice who is supervising the work of a student). I would also assume that if an individual is supervised by several members for different services (e.g., in an institutional or group practice setting), then each member would list the supervisee. On a practical level, I have questions about the mechanisms to keep this information up-to-date, especially regarding trainees who might be supervised for only a short time.*

4. *25.3 16 Full name of every direct supervisee who is not a member of college*
   - *Will this listing require both the names of supervisees who are employees in the case of school boards and students on placement?*
   - *Will the consent of supervisees to have their name posted on a public website be required?*
   - *How will this consent be obtained/documented and/or does this now become a condition of employment for those who work under supervision in an organizational setting?*
   - *How often will this list need to be updated? What will members be instructed to do when there are MAT and other kinds of leaves?*
   - *I work in a unionized setting and can foresee some push back around privacy of non-members.*

5. *Thanks for the opportunity to read the changes to By-law #25.*
   Regarding Item No. 16:
   I wondered if this requirement will be applied to all members of the College, including members with combined academic and clinical duties (e.g., like a Professor in a Clinical Psychology department). For example, would clinical/academic members have to list graduate students conducting research (academic supervision), in addition to their clinical graduate students (receiving supervision for therapy/assessment, etc.)?
   If so, would there be value in adding details to this entry to increase clarity?
   It strikes me that the College already has access to information about Supervised Practice members and their supervisors, but data collection would be needed if graduate students (in training) are included on the listing.

6. *I support the spirit of the proposed amendments as well as the proposed amendment language with one query.*
   At Article 25.3, there is an addition to the provisions that ..." the register of the College shall contain the following information with respect to each member":
   16. "The full name of every direct supervisee, who is not a member of the College;"
   The stated rationale is:
   "Provides additional transparency for the public with respect to non-members who provide services under supervision. This is consistent with current requirement (17) for posting names of Supervised Practice supervisors."
   Does the provision apply to the proposed 25.3 [16] that certain requirements do not apply when the activity occurs in the context of formal training of doctoral students registered in a recognized doctoral programme whose mandate is to prepare students for entry to practice under the jurisdiction of CPO)? If this is correct, it would be helpful to provide the cross-reference in the By-law amendment with a comparable explanatory note in the accompanying rationale.

7. *Dear Dr. Morris and College Council Members:*
   I wish to raise an issue about the proposed amendments to By-law 25. In particular, Article 25.3 includes an addition to the provisions that states that, " the register of the College shall contain the following information with respect to each member:"
   16. "The full name of every direct supervisee, who is not a member of the College;"
   The stated rationale is: "Provides additional transparency for the public with respect to non-members who provide services under supervision. This is consistent with current requirement (17) for posting names of Supervised Practice supervisors."
   It is unclear whether this proposed amendment is meant to apply to trainees enrolled in a professional program that will lead to eventual registration with the College of Psychological of Ontario. Requiring supervising psychologists to disclose each of their supervisee students will result in a significant administrative burden particularly when supervisee turnover can be quite high (e.g., supervision is for a restricted activity that is a one off event or time limited). It will also create a administrative burden for the College in having to amend the website each time such a supervision begins and ends.
   I think there is wisdom in providing the public with transparency about who is ultimately responsible of their care. However, I think it is reasonable for an exemption to be applied to students enrolled in a clinical psychology program or pre-doctoral internship program. Students in our programs must

explain their status to each of their clients and provide contact information of the supervising psychologist upon their first contact. Other aspects of our students' interactions with clients ensures transparency about the nature of their level of training and supervisee status (e.g., communication of a diagnosis is conducted in the presence of the supervising psychologist).
I welcome the opportunity to discuss this matter further.

8. *I would like to provide some feedback on the following:*
My understanding is that the following includes trainees in accredited programs.
"The full name of every direct supervisee, who is not a member of the College;"
"Provides additional transparency for the public with respect to non-members who provide services under supervision. This is consistent with current requirement (17) for posting names of Supervised Practice supervisors."

As the Director of our Training Programs this process will either be onerous on our staff or will change the way that we provide training experiences, which will ultimately limit the experiences and reduce the training experiences of doctoral students, interns, and post docs
- *Although this process would be simple when we assign main rotation supervisors, in practice trainees will end up being supervised by a number of psychologists, and at times there will be little notice of this case supervision.*
    - *We often look for experiences for trainees to work with other psychologists for one or two cases to help round out their training. These experiences emerge when a patient becomes referred and there is often little time between the referral request and when the patient is seen. Over the course of the year, this happens with approximately 5 additional supervisors. I am worried that if we need to have a system in which the supervisor needs to log in to add the trainee, we might have to stop this practice, which ultimately benefits the trainee in terms of ensuring a well rounded training experience that is tailored to their needs*
    - *When supervisors are away, a registered colleague will cover their supervision*
    - *When an emergency occurs, the trainees are told to locate any registered psychologist with the needed competency to supervise the emergency situation. This could result in registered psychologists believing (or perhaps accurately) assessing that they cannot support the trainee in an urgent situation because they have not posted the trainees name as a supervisee*

One potential solution would be for every psychologist at our hospital to add the names of all trainees currently assigned to our program as supervisees. This would resolve the time sensitive issue and meet this requirement. However, I wonder then how 30 members who would have a list of the same 15-20 students list provides clarity even if we could consider this transparency
If I have misunderstood then I apologize for taking your time. If not, I am hopeful that we can develop a strategy that can meet the need for transparency in a training environment.

9. *Dear committee,*
As a Director of Training and Supervisor at HHS, I also have concerns about the proposed amendment 16. "The full name of every direct supervisee, who is not a member of the College;"
I believe there should be an exemption for those supervising students enrolled in programs leading to eligibility for registration with the College. The amendment as proposed will have a significant impact on training programs (doctoral and internship) as well as training sites.

10. *I would like to let you know that I have concerns about the amendment to by-law 25 "The register of the College shall contain the following information with respect to each member: the full name of every direct supervisee, who is not a member of the College" as it affects the supervisors of graduate psychology trainees. Considering the rapid rotation of supervision, large volume of supervisees, and short-term coverage needs for supervisors, the proposed changes may add onerous documentation requirements. The public is already informed of supervision arrangements for graduate psychology trainees through accredited doctoral and internship programs. The proposed amendment may result in additional burden with marginal benefit.*
    Perhaps the college might consider an exemption for members providing supervision to students who are fulfilling requirements to ultimately become members of the College.

11. *Thank you for the opportunity to provide feedback on the proposed amendments to Bylaw 25.*
    I would like to provide some comments about the addition to 25.3 of "16. The full name of every direct supervisee, who is not a member of the College;" While I understand the goal in making this change I am concerned about the logistics of this requirement for members such as myself, who provide a significant amount of clinical supervision to graduate students in training. At any given time I may be supervising 10-15 graduate students at a training clinic associated with a Clinical Psychology program. Some of the students working with me change each semester (every 4 months), sometimes the changes happen less predictably. I am also involved in coordination of practicum placements for our graduate program. The majority of these placements last for about 4 months. If supervisors were required to update this information on the register each time a new student was working with them I expect this would create a high administrative burden, and may often be forgotten. I would like to advocate for an exemption to the requirement for those in training (practicum students and interns). I believe our standards sufficiently outline the requirements for those in training to outline their role and the involvement of their supervisor, and I am prudent to ensure all clients are aware of my role and my supervisees' trainee status.
    I hope that I have sufficiently expressed my thoughts, and welcome any questions or discussion if that would be helpful to you.

12. *RE: 25.3.16. The full name of every direct supervisee, who is not a member of the College.*
    This is another onerous requirement that will discourage members from offering supervision to psychology graduate students and interns.

13. *I am writing with respect to the proposed amendments to By-law 25. As the director of a doctoral program in clinical psychology, I am concerned about point 16 which proposes that the College register should include "The full name of every direct supervisee, who is not a member of the College." Although I understand the rationale for this proposed change, I am very concerned about how this requirement would affect professional psychology training programs, internship/residency programs, and practicum sites in the province. For example, would this require the program in which the student is registered to provide the names of all students in practicum and internship training, and to include their clinical supervisors? Alternatively, would this reporting be required of training sites (i.e., practicum sites and internships) or would this be the responsibility of each registered psychologist who is providing supervision to students? My view is that the most reasonable approach would be to exclude from point 16 all graduate students who are in the process of completing their clinical training, especially as similar exclusions have been granted for other by-laws and regulations.*

14. *It has come to my attention that there is a proposed amendment to CPO By-law 25 that states the following:*
    "The register of the College shall contain the following information with respect to each member:
    16. "The full name of every direct supervisee, who is not a member of the College;"
    I certainly understand the need to provide additional transparency for the public with respect to non-members who provide services under supervision. The new provisions in the Standards with regards to supervision will most certainly improve transparency and in the same token, public protection.
    I wanted to express my concern with regards to this By-law, especially with regards to my clinical setting. I am the Clinical Leader of a Behavioural Rehabilitation Service at the XXX [identifying name removed] Centre. I work with a population of adult with acquired brain injury presenting with behaviour dyscontrol. I work with Behaviour Therapists, roughly around 20 of we consider full-time, part-time and casual staff.
    As it is the case in all service provision, the patients and families are aware of the Behaviour Therapists, the supervisory relationship etc. when I treat them. This By-law would have a significant administrative burden, considering the number of BTs in my service. From a client's standpoint, especially working in a hospital setting, I don't think that this provision of the By-law would increase public protection or transparency as it is already quite transparent. The negative impact would be on me.

15. *I am writing today to provide some feedback on the proposed amendment to CPO Bylaw 25, stated as follows:*
    CPO By-law 25 that states the following:
    "The register of the College shall contain the following information with respect to each member:
    16. "The full name of every direct supervisee, who is not a member of the College;"
    The stated rationale is it, "Provides additional transparency for the public with respect to non-members who provide services under supervision. This is consistent with current requirement (17) for posting names of Supervised Practice supervisors."
    This amendment is extremely problematic for academic training programs for the following reasons:
    1) *Are you including all research supervisees, as well as clinical supervisees? Can the public distinguish the difference between the two? If so, this should be stated clearly.*
    2) *Supervision in the university can include direct academic, clinical, committee work, and transient one-of cases in an onsite clinic. Updating this information constantly is a huge burden for supervisors.*
    3) *In cases where supervision has been completed, can archived records be accessed by the public or other members? How do we deal with the interpretation of this information?*

    The burden of this is quite large for the sheer number of supervisees we have in an academic setting. For example, I supervise about 6-8 assessments per year, with 1-2 students per case; I have 7 graduate students, some of whom only work on research or on both research and clinical work; and I am on 23 student committees. I do not think I am alone in the amount of documentation this would require, not just on the CPO website, but also per the supervisory documentation guidelines that the CPO has already put in place.
    I hope this feedback is helpful and is given due consideration. Thank you for requesting out input as members.

16. *To whom it may concern:*
    In regards to the proposed amendments to bylaw 25.3 "…the register of the College shall contain the following information with respect to each member: ….16. "The full name of every direct supervisee,

who is not a member of the College", it is my understanding that the College wants to publish this information for the public to see on the register. However, I feel that the standards section on supervision already provides plenty of information for ensuring that the public is informed of a supervisee's status. Furthermore, I have the following concerns and questions:

I. I am very concerned about the ethical issues around collecting the names of non-members and storing this information in a Data Base. (1) Where would it be stored? (2) Who could access this information (Job Titles) and (3) For what purpose?

II. I believe the triad between Supervising Psychologist, non-registered service provider and client is a confidential relationship; and via our registration and certification we have been given the right to supervise personnel in a professional and ethical manner. Unless a client complaint is made or as part of our official review by the College, the names of people you supervise should remain confidential.

III. Will the College contact non-registered service providers directly and give them the above-noted information, and obtain their consent to publish their names and/or contact information.

25.3 17. Proposal that the public register includes the names of both current and past College authorized supervisors of supervised practice member.

Summary Comments:

Two members offered feedback on this proposal. The comments received suggest that the wording for 25.3 17 does not convey the intention of the section. The requirement is that the College website list, as part of a supervised practice member's information, the names of the primary and alternate supervisors. That is, the individuals approved by the College to provide supervision during the period of supervised practice; and only during this time. The intent is also to list the names of individuals who may have acted as supervisors during part of the supervised practice period, but, for whatever reason, no longer are providing supervision. This is what was attempted to be captured by including the words "current or past". It should be noted that this information is only posted while the member is in supervised practice and is removed when the member achieves autonomous practice status. Given the lack of clarity as written, I suggest it be reworded to read:

"17. While a member holds a Certificate of Registration Authorizing Supervised Practice, the names of those members who are acting, or have acted, as primary or alternate supervisors;"

1. *In section 25.3, the proposed change is:*
   17. In the case of a member holding a Certificate of Registration Authorizing Supervised Practice, the names of the member's supervisors, current or past;
   I did not understand whether this referred only to supervisors designated by the member as providing supervision for purposes of registration or whether it also referred to supervising psychologists under whom the member may have worked during their training, but before applying for registration. I assume the former, but wasn't sure from the wording. Just a thought – thanks for the chance to review.

2. *I have a real concern about the change to item 17. It seems to me that the way this is written would capture ALL supervisors ever, which includes all those in training. It will be a very long list and I can't see how this will benefit the public in any way. Is the intent actually to have a list of all supervisors during the time the member was in supervised practice? If so, I believe the wording needs to be changed.*

To: "without restricting the opportunity for members of Council to openly discuss any matter, uphold the decisions made by Council and Committees regardless of the level of prior individual disagreement; and," CARRIED

Council discussed section 5.b and decided that any behaviour issues of concern by Committee chairs would be addressed by the President.

It was MOVED Delamere
That section 5.b be amended,

From: "…bring the matter to the attention of the President for behaviours at Council…"

To: "…bring the matter to the attention of the President for behaviours at Council or regarding a Committee Chair…" CARRIED

No other amendments were suggested, therefore:

It was MOVED DiZazzo
That the amendment to *Policy I-2: Council & Committee Orientation and Training,* to include the *Code of Conduct for Council and Committee Members, as amended,* be approved. CARRIED

Action Item Staff
To amend *Policy I-2: Council & Committee Orientation and Training,* to include the *Code of Conduct for Council and Committee Members* in the College's *Policies and Procedure Manual.*

.03b *By-law 25: The Register and Related Matters*

The Registrar provided the Council with a Briefing Note describing the response to the circulation of the suggested amendments to *By-law 25: The Register and Related Matters.* Council had approved circulation to the membership at its March 2018 meeting. Council reviewed and discussed the consultations results. It decided that the amendment to section 25.3(16) should be removed, until further consideration can be given to the proposal to post the full name of every direct supervisee, who is not a member of the College.

It was MOVED Cotton
To remove section 16 from the proposed amendments to *By-law 25: The Registrar and related Matters*. CARRIED

Action Item Council
To discuss the issue related to posting the full name of every direct supervisee, who is not a member of the College at a future date.

It was MOVED Minnes
That the amendments to *By-law 25: The Register and Related Matters* be approved. CARRIED

Action Item Staff
Amend *By-law 25: the Register and Related Matters.*

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

BRIEFING NOTE

2026.03.05B

SEPTEMBER 2026 BOARD MEETING

BY-LAW 22: PROFESSIONAL LIABILITY INSURANCE RECONSIDERATION

STRATEGIC DIRECTION REFLECTION
Continuous Improvement Culture

MOTION FOR CONSIDERATION
That the Board approve the amended by-law to be circulated for consultation.

PUBLIC INTEREST RATIONALE
Professional liability insurance is an important public protection measure. It helps ensure that clients who experience harm arising from the provision of psychological or applied behaviour analysis services have a meaningful opportunity to pursue legal remedies and obtain compensation where appropriate. Insurance may also provide coverage for costs associated with College investigations and discipline proceedings, including funding for therapy.

Clear and enforceable insurance requirements reduce the risk of coverage gaps and increase public confidence that adequate defense funds exists when claims arise. The proposed amendments clarify the College's expectations regarding minimum coverage amounts, post-practice protections, and exemptions. These changes would strengthen public protection while providing greater certainty to registrants regarding their compliance obligations.

BACKGROUND
By-law 22: Professional Liability Insurance is made under the authority of the *Regulated Health Professions Act, 1991*. It was first approved by the Board in December 1999 and was last considered at the March, 2026 Board meeting, where the Board approved to circulate the new wording to by-law 22.2: "the amount of ***annual*** insurance coverage shall be no less than $2,000,000 ***per claim".*** The change was intended to provide clarity regarding the coverage period and that the minimum was per claim, rather than an aggregate amount.

Since the March meeting, new issues with the by-law have emerged and therefore the by-law was not circulated for consultation. The Board is being asked to reconsider the amended by-law (attachment 1) with additional analysis, comparators, information from insurance providers and a public interest focus.

The new issues to consider are outlined below.

1. There are ambiguities in the by-law that need clarification, including:

a) Coverage expectations for inactive registrants. The by-law did not specify that inactive registrants are required to hold liability coverage, although in practice, inactive registrants were required to be covered for at least one year after moving to inactive status.

b) The term "valid existing professional liability insurance". It is unclear whether this term accounts for an extended reporting period ("tail-end") provision offered by some policies, which provides coverage for a specified period after the registrant stops practicing and paying for coverage annually.

2.Certain exemptions should be reconsidered, including:

a) Registrants that do not reside in Ontario
The current by-law exempts registrants that do not reside in Ontario, although they may be permitted to practice in another jurisdiction using their Ontario certificate of registration.

b) Registrants that did not provide services in the past year
The Board should consider the appropriateness of allowing registrants attest to not practicing, despite being authorized to provide services.

c) Retired registrants
The current by-law exempts retired registrants from having coverage, despite claims that may arise weeks, months or years after services are provided.

d) The length of time post-practice that registrants should require insurance coverage
If retired and inactive registrants are deemed to require coverage, the Board should consider the length of time, if any, that one must hold coverage post-practice.

3. The 2026 Board Effectiveness report identified gaps in the prior analysis and decision-making.
"A recent by-law update proposal concerning liability insurance coverage requirements for registrants included no analysis of appropriate insurance coverage for psychologists or behaviour analysts – and none was requested by the Board. No legal or insurer advice was provided, nor was any data on the range of damages sought and awarded in previous litigation." (page 103 of the March, 2026 Board meeting materials)

With these comments in mind, this briefing note aims to address the identified gaps. The writer consulted with ACPRO colleagues as well as common insurance providers for psychology and ABA registrants: BMS Group and McFarlan Rowlands. Unfortunately, data on the range of damages sought and awarded in previous litigation is not publicly available, given the proprietary nature of insurance claims.

4. The Board Effectiveness report described the prior deliberation as lacking a public interest focus.
"In the previously cited liability insurance by-law update example, total deliberation by the Board was short, lasting six minutes. The first five, which included leadership responses, were preoccupied solely with the potential financial burden on registrants. After a reminder by a public Board member of the Public Interest Rationale provided in the BN, the issue was promptly resolved." (page 105 of the March, 2026 Board meeting materials).

ANALYSIS

In considering the above issues, the Board should determine the following:

1. Whether a $2,000,000 per claim minimum insurance coverage is proportionate to the risks posed for both psychology and Applied Behaviour Analysis (ABA) registrants.

Although not previously specified in the by-law, it appears that the minimum insurance limit for psychology was intended to be per occurrence (as opposed to an aggregate amount) as per the July 2010 e-Bulletin, which states:

> *Minimum Coverage*
> *The Council has proposed that the minimum coverage per occurrence be raised from $1,000,000 to $2,000,000...*

Insurance providers consulted for this review (BMS Group, McFarlan Rowlands) advised that specifying the amount on a **per claim** basis provides greater clarity and aligns with current insurance practices. Most policies are "claims based", meaning that coverage is required when a claim is made, rather than when the event took place. Of note, there is a difference between a "per claim" and a "per occurrence" minimum, as there can be more than one claim per occurrence.

The jurisdictional scan shows that psychology regulators across Canada require coverage minimums ranging from $1 million to $5 million. Unfortunately, there is no comparator data for applied behaviour analysis, as Ontario is the only province that regulates Registered Behaviour Analysts, and insurance minimums are specific to each profession and geographical context.

The two insurance providers advised that $2 million per claim coverage is readily available to registrants and is consistent with coverage levels commonly required for professions that do not frequently face bodily injury claims. Both providers assured that plans for registrants are accessible and affordable. Given the variability in available insurance policies, the Board may wish to consider feedback following the consultation period to make this determination.

Accordingly, it appears that a minimum requirement of $2 million per claim falls within the range of regulatory approaches established in other Canadian jurisdictions, and the College's historical requirement.

Province	**Minimum insurance coverage for Psychology registrants**
PEI	$1 million set in regulation (does not specify aggregate or per claim) Cannot rely on employer insurance
NB	$5 million per claim, $10 million aggregate per year
BC	$2 million per claim
Yukon	$3 million (does not specify aggregate or per claim) Not required for inactive registrants
Alberta	$5 million (does not specify aggregate or per claim) and must purchase the legal defense rider (registrant cannot be self-represented)
Nova Scotia	$1 million per claim
Saskatchewan	Currently does not require all registrants to possess professional liability insurance
Quebec	$1 million per claim, with an aggregate annual limit of $3 million
Manitoba	No clear guidance re: minimum insurance requirements

2. The coverage exemption criteria, including:

a) Inactive and retired registrants

Professional liability claims may arise weeks, months or years after services are provided. Given most insurance policies are claims based, inactive or retired registrants may therefore remain exposed to claims relating to past practice. Requiring insurance coverage post-practice reduces the risk of gaps in protection and helps ensure that clients retain access to compensation and legal recourse for past harm. Historically, retired registrants were not required to hold liability coverage, while inactive registrants were, in practice, required to hold coverage for at least 1 year after moving to inactive status. The Board should consider the appropriateness of requiring coverage for 1 year after a registrant moves to inactive or retired status, as is drafted in the revised by-law.

b) Registrants residing outside of Ontario

The Board should consider whether Registrants residing outside of Ontario should be exempt from insurance coverage, given they may be permitted to use their Ontario certificate to practice in another jurisdiction and remain authorized to provide services to Ontario residents. Furthermore, the College cannot verify if a registrant is residing fully or partially in Ontario and there is no mechanism to notify the public that despite being authorized to provide services, the registrant does not hold insurance coverage. The College recommends this group of registrants be removed from the list of exemptions in the by-law, and the by-law has been drafted accordingly.

c) Registrants that have not provided services in the past year

The Board should consider the appropriateness of exempting registrants from holding coverage if they attest to not practising. As with above, the College cannot verify this attestation and there is no mechanism for the public to be made aware that they do not hold professional liability coverage, despite being authorized to practice.

3. The term for appropriate insurance coverage

As some insurance policies now offer an extended reporting period ("tail-end") provision that cover registrants for an extended period after they cease practicing, one may not have "valid, existing insurance", as described in the by-law, but still have adequate "coverage".

The College's objective is to ensure that registrants have adequate professional liability coverage regardless of how their insurance policies are structured. The term "professional liability coverage" as opposed to "valid existing professional liability insurance" better captures this objective because it may include "tail-end" coverage and other arrangements. This term has been updated in the proposed by-law.

RISK

Added clarity to the by-law reduces the risk that registrants will inadvertently not have the required minimum insurance coverage, which could limit a client's access to compensation and other legal remedies.

If inactive or retired registrants are deemed not to require coverage, clients may have reduced access to compensation or other legal remedies for claims arising from past services. If they are required to hold coverage for 1 year after they cease practicing, there is still risk that a claim may be received >1 year later when they would not be required to have insurance coverage. The College does not have any data regarding how often this may occur.

There may be a risk that individuals residing outside of Ontario are practicing in another jurisdiction while holding an Ontario certificate of registration. Revising the coverage requirements to include registrants residing outside of Ontario ensures that all individuals that are authorized to practice in Ontario hold appropriate coverage, regardless of their location of residence.

Similarly, there may be a risk that individuals holding an autonomous practice certificate provide professional services as authorized, despite attesting that they have not provided services in the past year and will not in the upcoming year. Revising the coverage requirements to include all Autonomous Practice registrants to require coverage, regardless of any attestation provided, ensures that all individuals that are authorized to practice in Ontario hold appropriate coverage.

BUDGETARY IMPLICATIONS

There are no direct budgetary implications for the College.

OPTIONS

1. Forward the by-law as amended (attachment 1) to the Board for approval.
2. Decline that the amended by-law be forwarded to the Board for approval.
3. Make additional changes to the by-law before it is forwarded to the Board for approval.

NEXT STEPS

If the marked-up by law is approved by the Board, it will be circulated to registrants for a 60-day consultation before it is considered for final approval in accordance with s. 95(2) of the Code. Registrants and the public will have the opportunity to provide feedback to the proposed changes.

ATTACHMENTS

1. Updated by-law with Track Changes

CONTACT FOR QUESTIONS

Jennifer Kitchen
Director, Professional Affairs

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

Attachment 1:

BY-LAW 22: PROFESSIONAL LIABILITY INSURANCE

[Approved by the Board December 1999; last amended ~~i~~on September, 2026~~June 21, 2013~~]

This By-law is made under the authority of the *Regulated Health Professions Act, 1991* as amended, and the *Psychology and Applied Behaviour Analyst Act, 2021* as amended.

22.1 Subject to Section 6, each registrant ~~with a certificate of registration authorizing autonomous practice, interim autonomous practice or supervised practice~~ shall hold, or otherwise be covered by professional liability insurance.

22.2 The insurance shall apply in all settings in which the registrant practices.

22.3 The amount of insurance coverage shall be no less than $2,000,000 per claim.

22.4 The insurance coverage shall have no deductible.

22.5 On or before June 1 of each year, every registrant ~~described in section 1~~ shall confirm to the College, normally through the annual renewal process;

a. that the registrant has ~~valid existing~~ professional liability ~~insurance in place~~coverage; and
b. the name of the insurer providing the liability insurance or confirmation that ~~if~~ the insurance is offered through their employer.

22.6 Each registrant upon being registered for the first time or whose certificate of registration has been reinstated shall, within 30 days of registration, confirm to the College, in a manner required by the College:

a. that the registrant has ~~valid existing~~ professional liability insurance ~~in place~~coverage; and
b. the name of the insurer providing the liability insurance or~~if~~ confirmation that the insurance is offered through their employer.

22.7 Exemptions from the requirement under section 1 apply only to:

~~(1) Any registrant who resides outside of Ontario and who provides no services within Ontario at any time during the registration year, nor supervises anyone in the provision of services in Ontario.~~

~~(2)~~(1) Any registrant who holds **academic status** and who provides no professional services* ~~within Ontario~~on the basis of their Ontario certificate of registration at any time during the registration year~~, nor supervises anyone in the provision of services in Ontario~~.

~~(3)~~(2) Any registrant who holds **retired status** and has provided no professional services on the basis of their Ontario certificate of registration during the preceding registration year; or ~~and who provides no services within Ontario at any time during the registration year, nor supervises anyone in the provision of services in Ontario~~.

~~(4)~~ Any registrant who ~~attests that~~ :

~~a.~~(3) ~~the registrant~~holds **inactive status** and has provided no ~~direct~~ professional services on the basis of their Ontario certificate of registration ~~to individuals or families, nor conducted research with individuals~~

~~or families within Ontario~~ during the preceding registration year~~; and,~~.

~~b. the registrant has provided no supervision to anyone in the provision of such services nor the conduct of such research in Ontario during the preceding registration year; and,~~

~~c. the registrant will not be providing such services, conducting such research nor providing such supervision in the current registration year.~~

22.8 If required to do so by the Registrar, a registrant must provide proof of insurance coverage within 30 days.

* Professional Services as defined in the Standards of Professional Conduct

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BRIEFING NOTE

2026.03.05C

SEPTEMBER 2026 BOARD MEETING

FEE MODERNIZATION

STRATEGIC DIRECTION REFLECTION
Continuous Quality Improvement Culture

MOTION FOR CONSIDERATION
That the Board of Directors approve the model for regular adjustments to registration, application and examination fees, as recommended by the Executive Committee for 60-day registrant consultation pursuant to the Health Professions Procedural Code of the *Regulated Health Professions Act, 1991*, [94(1)(s), 94(2)].

PUBLIC INTEREST RATIONALE
The mandate of the College is to serve and protect the public interest, and to deliver programs and services to fulfill that mandate. The College needs to ensure it has adequate resources, on a long-term basis, to deliver the programs and services necessary to meet its public interest mandate.

Automating modest, predictable registration fee increases supports the College's statutory duty to protect the public interest by ensuring financial sustainability, sustaining regulatory capacity, promoting intergenerational equity among registrants, and avoiding destabilizing large-scale fee increases.

Regular application and examination fee increases also ensure that entry-to-practice assessments remain psychometrically sound, secure, and defensible, and remain aligned with current competency standards. Examination development and administration involve significant and evolving costs, including item development and validation, standard setting, technology platforms, and security protocols. Failure to regularly adjust examination fees may compromise assessment integrity and/or result in over-subsidization of non-registrant costs by registrants.

BACKGROUND
At its meeting on September 22, 2023, the Board made a motion to adopt changes to By-law 18: Fees, which would increase registrant fees for the first time since 2002. In particular, Autonomous Practice and Interim Autonomous Practice membership fees rose from $795 to $1,200. Academic Certificates and Supervised Practice Certificates rose from $397.50 to $600, and all other membership fees rose by 25%, as well as increasing the late fee penalty to 20%. The College engaged in consultation with registrants as required before making these changes. The Board took the decision to increase fees seriously and only did so in order to stabilize the College's financial position after several years of annual deficits.

During and after the consultation period, the Board resolved that it ought not to again find itself in a position where it needs to substantially raise fees after a long period of inactivity. Rather, the College should consider models that would ensure regular review of fees and fee increases.

At its meeting on November 10, 2025, the Finance and Audit Committee (FAC) agreed that it would be

beneficial to proceed with a model of increasing fees at a rate of 2-3% per year. The FAC requested that College staff provide some options for the Committee to consider recommending to the Executive Committee and to the Board, to operationalize regular fee increases.

The FAC considered several models for regular fee increases at its meeting on February 11, 2026. At that time, the FAC proposed to recommend to the Executive Committee that By-law amendments be pursued to operationalize 3% fee increases every other year.

Following the FAC's recommendation, and in preparation for providing information to the Executive Committee, College staff undertook additional budgetary forecasts. The results of these forecasts indicated that a 3% fee increase every other year may not be sufficient to ensure the College's fiscal health and stability, particularly given anticipated growth in staffing and regulatory responsibilities. At its February 2026 meeting, the Executive Committee recommended that the FAC further consider models for regular fee increases, as well as increases to application and examination fees.

The current application fee for supervised practice is $230. The fees for the Jurisprudence and Ethics Exam (JEE) and Oral Examination are $200 and $550 respectively.[1] The College consistently operates at a loss with respect to exam administration.[2] It is also important to note that the College has not increased exam or application fees in a very long time. In fact, the last time these fees were changed, they were reduced. Starting June 1, 2017, JEE exam fees were reduced from $270 to $200, and oral exam fees were reduced from $740 to $550. At this time, corporation application fees were also reduced with initial applications going from $500 to $350, and renewals from $350 to $250.

It appears that the Board, at that time, and in that financial and budgetary climate, believed these reductions to be appropriate. However, it does not appear that in the long term these reductions have benefited the College's overall financial health or remain sustainable. The current *By-law 18: Fees* sets out the fees required for each class of registration, as well as all application and examination fees. The current By-law does not include any mechanism for fee adjustment. As such, any regular increase of fees would mean regular By-law amendments and the attendant circulation of the By-law to registrants for comment. This is not the most efficient process, or the best use of the Board's time.

At their August 2026 meetings, the FAC and the Executive Committee each reviewed several financial projections and options and considered which would result in minimal by-law amendments but could still provide the Board with the flexibility to increase fees on a regular basis. All options were applicable to mechanisms for registration, application, and/or examination fees.

Option 1: Schedule of Fee Increases in By-law

The FAC and Executive Committee considered a schedule of fee increases directly in By-law for a period of time, similar to what the College of Nurses of Ontario (CNO) has done.[3] In this option, the By-law would specify the fees to be paid in each fiscal year, for a pre-determined amount of time. For example, the By-law could specify that fees will increase at a rate of 3% per year for the next three years, such that the fees will be as follows, rounded to the nearest $1. As applied to registration fees, the schedule of changes would be as follows:

[1] All College Exam and Application fees are available here: Appendix A – Fees in the Registration Process Psychologist / Psychological Associate – CPBAO Public

[2] In 2024-25, the College realized a loss of $159,000 in relation to exams. This does not account for the ABA Jurisprudence Learning Module, for which the College had received government funding. It is anticipated that losses will be realized for this module in the future as well.

[3] See CNO By-law 5:

	2026	2027	2028	2029
Psychology	$1200	$1236	$1273	$1311
ABA	$795	$819	$844	$869

This would provide some transparency and certainty for the Board and registrants. However, the rate of increase may in fact be higher or lower than the rate of inflation or not meet the College's needs in a particular fiscal year. The By-law would also need to be amended again in good time for any fee increases to take effect in 2030 and thereafter.

Option 2: Fixed Indexation of Fee Increases to CPI

The FAC and Executive Committee considered automatically adjusting fees on the basis of the Ontario consumer price index (CPI), similar to what the Royal College of Dental Surgeons of Ontario (RCDSO) has done. In this option, the By-law would specify that the annual fee shall be adjusted to equal the annual increase in the Ontario CPI at a determined period of time. For example, the By-law could specify that fees will increase in the amount equal to the average Ontario CPI in the calendar year preceding the beginning of the College's fiscal year, rounded to the nearest $1.[4] In this option, registration fees would increase as follows:

	2026	2027 (2.1% CPI)[5]	2028 (2.1% CPI)	2029 (2.1%CPI)
Psychology	$1200	$1225	$1251	$1277
ABA	$795	$812	$829	$846

Since 2020, the Ontario CPI has varied from as low as 0.7% in 2020 to as high of 6.8% in 2022, related to the pandemic. The Ontario government is projecting CPI to remain at 2% through 2028.[6]

The benefits of automatic, indexed increases include transparency and predictability for registrants as well as for the College. However, the FAC did indicate a preference for discretion in the Board's ability to raise fees on a regular basis. In addition, the rate set may be more or less than what is required to meet the College's needs in any given fiscal year.

Option 3: Discretionary Indexation of Fee Increases to CPI

The FAC and Executive Committees considered a discretionary adjustment of fees on the basis of the Ontario CPI, similar to what the College of Regulated Psychotherapists of Ontario (CRPO) has done or the College of Medical Radiation Technologists will do starting in September 2028 (CMRITO).

The CRPO By-laws allow the Registrar of that College to increase fees every two years by no more than the Canadian CPI over the previous two years, rounded down to the nearest $1.[7] The CMRITO By-laws indicate that every year starting in 2028, registrant fees will be increased by up to but no more than the annual increase in the Ontario CPI rounded to the nearest $1, unless their Council determines that such increase is not warranted.[8]

The benefit of a hybrid indexed-discretionary approach is that it provides the Board with the flexibility to determine whether an inflation-based fee increase is merited on a yearly basis. However, too much discretion could also lead to inaction due to inefficiencies in having to consider and debate the issue every year, and at a level of detail that may not be optimal. This approach would also limit increases to the indexation rate, which may not always meet College needs.

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[4] The RCDSO rounds this amount to the nearing $5. See RCDSO By-law 18: https://www.rcdso.org/en-ca/about-rcdso/RCDSO%20By-laws#TOC646

[5] At date of drafting, the 2025 Ontario CPI was reported to be 2.1%.

[6] https://budget.ontario.ca/2025/fallstatement/chapter-2.html.

[7] CRPO By-law 19.06 – Fee Increases: By-laws [8] CMRITO By-law 26.5: CMRITO By-law No 60 (as amended 25Dec05 - revised 26Jan30

Option 4: Discretionary Annual Fee Increases within a specified range, anchored to CPI

Finally, the FAC and the Executive Committee considered an alternative hybrid model that provides for annual fee increases within a specified range of 1% to 4%, with the Ontario CPI serving as the default, rather than the maximum, annual adjustment. Where CPI falls below 1%, the default increase would be

1%; where it exceeds 4%, the default increase would be capped at 4%. The Board could also determine that a different increase within the 1% to 4% range is warranted based on the College's financial position, regulatory requirements or other relevant circumstances.

This approach builds on models used by other Ontario health regulatory Colleges while providing greater flexibility. The College of Respiratory Therapists of Ontario (CRTO) provides that annual fee increases intended to offset increases in operating costs must meet or exceed Ontario CPI, unless Council waives the increase.[1] This model would provide a predictable inflation-based default, while giving the Board greater ability to respond to the College's financial needs, within the 1% to 4% range.

At their August 2026 meeting, The FAC unanimously voted for option 4, with an inflationary adjustment to additional fees as per *Exhibit: Fees Table* (below), including an adjustment to the Psychology JEE and Oral Examinations back to their 2017 rates of $270 and $740, respectively. **The Executive Committee voted unanimously in line with FAC's decision with a recommendation for approval to the Board of Directors.**

RISK

Some By-law amendments are recommended to automate registration, examination and application fee increases to some degree, so as to increase transparency, predictability and efficiencies in the process. There are significant risks associated with not having a process in place for future increases, as the College experienced between 2002 and 2023, when there were no fee increases at all. The model for fee increases recommended to the Board by the Executive Committee considered the associated benefits and challenges.

BUDGETARY IMPLICATIONS

The recommended model will affect the College's ability to predict and plan for future budgets. A model that provides for regular increases while retaining some flexibility to respond to financial circumstances would reduce the risk of significant future gaps between revenue and operating costs.

ATTACHMENTS

- By-law 18: Fees with Track Changes
- Exhibit: Fees Table

CONTACT FOR QUESTIONS

Tony DeBono, MBA, Ph.D., C.Psych.
Registrar & CEO

Zimra Yetnikoff
Deputy Registrar/Director, Investigations & Hearings

[1] CRTO By-law 3: Membership, section 4.22 – Fee Increases: https://bylaws.crto.on.ca/membership/#fees

Stephanie Morton
Director, Corporate Services

Lesia Mackanyn,
Director, Registration

BY-LAW 18: FEES

[Approved by the Board December 1999; last amended on March 21, 2025]

This By-law is made under the authority of the *Regulated Health Professions Act, 1991* as amended, and the *Psychology and Applied Behaviour Analysis Act, 2021* as amended.

Note: The requirements for each certificate of registration are set out in the Registration Regulation.

18.1 Every registrant shall pay an annual fee in accordance with this By-law for each year.

18.2 A registration year begins on June 1 in one year and ends on May 31 of the following year.

18.3
a. The annual fee must be paid on or before June 1 of the registration year.
b. Notwithstanding subsection (a), the annual fee for a registrant holding a Certificate of Registration Authorizing Supervised Practice is payable in two equal instalments on or before June 1 and December 1 of the registration year.
c. The annual fee is subject to increase within a 1% to 4% range, with the Ontario CPI serving as the default. Where CPI falls below 1%, the default increase would be 1%; where it exceeds 4%, the default increase would be capped at 4%.

18.4 The annual fee to practise as a Psychologist or Psychological Associate is,
a. $1200 for registrants who hold
    1. a Certificate of Registration Authorizing Autonomous Practice,
    2. a Certificate of Registration Authorizing Interim Autonomous Practice, or
b. $600 for registrants who hold a Certificate of Registration Authorizing Supervised Practice;
c. $298 for registrants who hold an Inactive Certificate of Registration;
d. $62.50 for registrants who hold a Retired Certificate of Registration; and
e. $600 for registrants who hold an Academic Certificate of Registration.
f. $300 for registrants who hold a Certificate of Registration Authorizing Interim Autonomous Practice for temporary, limited practice and who have entered into an *Undertaking and Agreement* with the College; except for Manitoba registrants employed by Shared Health or a Manitoba Regional Health Authority, for the provision of public health services to Northwestern Ontario residents. For these registrants, the application fee and annual fee are waived.
g. $300 for registrants who hold a Temporary Emergency Class Certificate of Registration

18.5 The annual fee to practise as a Behaviour Analyst is,
a. $795 for registrants who hold a Certificate of Registration Authorizing Autonomous Practice,
b. $550 for registrants who hold a Certificate of Registration Authorizing Supervised Practice;
c. $238.50 for registrants who hold an Inactive Certificate of Registration;
d. $50 for registrants who hold a Retired Certificate of Registration; and
e. $397.50 for registrants who hold an Academic Certificate of Registration.
f. $300 for registrants who hold a Temporary Emergency Class Certificate of Registration.

18.5.1 Registrants in Psychology and Applied Behaviour Analysis (Dual-Registration): The total annual fee for registrants who hold a Certificate of Registration for a Psychologist or Psychological Associate Authorizing Autonomous Practice, and who also hold a Certificate of Registration for a Behaviour Analyst Authorizing Autonomous Practice, is $1200. **This fee will be in effect until June 30, 2026, and is subject to Board review prior to that date.**

18.5.2 Annual fees for all other certificates of registration, in any class, for registrants in psychology and applied behaviour analysis, are assessed in accordance with Sections 18.4 and 18.5 of the

by-laws to a maximum total annual fee of $1200. **The maximum annual fee for two certificates of registration will be in effect until June 30, 2026, and is subject to Board review prior to that date.**

18.6 No later than 30 days before an annual fee is due, the Registrar shall notify the registrant of the amount of the fee and the day on which the fee is due.

18.7 A registrant who fails to pay an annual fee on or before the day on which it is due shall pay a penalty of 20 per cent of the annual fee, in addition to the annual fee.

18.8 Fees will be reviewed annually.

Examinations-Psychology

18.9 The fee for the Examination for Professional Practice in Psychology is the fee set by the Association of State and Provincial Psychology Boards and its contractors.

18.10 The fee for the Jurisprudence and Ethics Examination is $270. ~~$200.~~

18.11 The fee for the oral examination is $740 ~~$550.~~

Examinations-Applied Behaviour Analysis

18.12 The fee for the Ontario Examination for Professional Practice in Applied Behaviour Analysis is $419. ~~$400.~~

18.13 The fee for the Jurisprudence and Ethics Course and Assessment in Applied Behaviour Analysis is $209. ~~$200~~

Interviews

18.14 The fee for an interview is $650. ~~$500.~~

Applications

18.15 a. The fee for an application for a Certificate of Registration Authorizing Supervised Practice as a Psychologist or Psychological Associate is $299. ~~$230.~~

b. Notwithstanding subsection (a), the fee for an application for a Certificate of Registration Authorizing Supervised Practice is $130~~$100~~, if the applicant holds a Certificate of Registration Authorizing Autonomous Practice as a Psychological Associate.

c. The fee for an application for a Certificate of Registration Authorizing Supervised Practice as a Behaviour Analyst is $299. ~~$230.~~

d. The fee for an application for a Certificate of Registration Authorizing Autonomous Practice as a Behaviour Analyst under Transitional Registration provisions is $230.

18.16 a. The fee for an application for a Certificate of Registration Authorizing Interim Autonomous Practice is $130~~$100~~.

b. Where section 22.18 of the Code applies, the fee for an application for a Certificate of Registration Authorizing Autonomous Practice is $100.

c. The fee for an application for a Temporary Emergency Class Certificate of Registration is $130~~$100~~.

d. Notwithstanding section (b), the fee for an application for a Certificate of Registration Authorizing Autonomous Practice is waived if the applicant holds a Temporary Emergency Certificate of Registration or held a Temporary Emergency Certificate of Registration within the six months prior to applying.

18.17 a. The fee for an application for each of the following certificates is $100:

1. Academic Certificate of Registration;
2. Inactive Certificate of Registration;
3. Retired Certificate of Registration;

b. Where an applicant for a Certificate of Registration Authorizing Autonomous Practice holds one of the certificates listed in subsection (a), the fee for the application is $100.

Professional Corporations

18.18 The fee for the application for, and issuance of, a certificate of authorization, including any reinstatement of a certificate of authorization, for a professional corporation is $644 ~~$350.~~

18.19 The fee for the annual renewal of a certificate of authorization is $451 ~~$250.~~

18.20 The fee for the issuing of a document or certificate respecting a professional corporation, other than the first certificate of authorization or the annual renewal of a certificate of authorization, is $50.

Other Matters

18.21 The fee for issuance of a document confirming a registrant's registration status is $25.

Committee and Program Fees

18.22 The Registrar may charge registrants a fee for anything that a Committee of the College is required or authorized to do under statute or regulations.

18.23 Committee and program fees include, but are not limited to, the following:

a. Cost of hearings or other items ordered by the Discipline Committee;

b. For the College's Quality Assurance Program, a fee of $100 for failure to complete any of the mandatory requirements of the College's Quality Assurance Program within the timelines established by the Quality Assurance Committee;

c. For individual education or remediation programs, the fee charged by and payable to the supervisor, monitor, mentor or program;

d. For monitoring, supervision, or assessment pursuant to a decision of the Registration Committee, the fee charged by and payable to the monitor, supervisor, mentor or assessor;

e. Fees and/or costs related to activities, including but not limited to programs and assessments, referred to in acknowledgements and undertakings entered into by a registrant with the College; and,

f. Fees and/or costs related to orders and directions of the College Committees.

18.24 Any outstanding balance owed to the College in respect of any decisions made by a Committee, and any fees payable under this By-law will be added to and included in the registrants' annual fees.

	Current	Proposed
Application for Supervised Practice fee	$ 230.00	$299.00
Application for Interim Autonomous Practice fee	$ 100.00	$130.00
IAP Psychology Canadian labour mobility	$ 100.00	$130.00
IAP Psychology Temporary Telepsychology Canadian Labour Mobility	$ 100.00	$130.00
IAP Psychology - non-Canadian	$ 100.00	$130.00
IAP ABA	$ 100.00	$130.00
Application fee for Temporary Emergency Class Certificate of Registration	$ 100.00	$130.00
Application fee for Removal of a Term, Condition, or Limitation fee	$ 100.00	$130.00
Ontario Examination for Professional Practice in Applied Behaviour Analysis (OEPPABA)	$ 400.00	$419.00
Jurisprudence and Ethics Course and Assessment in Applied Behaviour Analysis (JECAABA)	$ 200.00	$209.00
ABA - Autonomous Practice Members – Annual Fee	$ 795.00	$795.00
ABA - Supervised Practice Members – Annual Fee (invoiced semi-annually)	$ 550.00	$550.00
AP Registered in Psychology and Applied Behaviour Analysis (Dual-Registration)	$ 1,200.00	$1,200.00
Temporary Emergency Class Certificate of Registration – Annual Fee	$ 300.00	$300.00
AP Psychological Associate applying for Supervised Practice as a Psychologist fee	$ 100.00	$130.00
Application fee for Removal of a Term, Condition, or Limitation fee	$ 100.00	$130.00
Psychology - Jurisprudence and Ethics Examination (JEE)*	$ 200.00	$270.00
Psychology - Oral Examination*	$ 550.00	$740.00
Registration Interview	$ 500.00	$650.00
Psychology - Autonomous Practice Members – Annual Fee	$ 1,200.00	$1,200.00
Psychology - Supervised Practice Members – Annual Fee (invoiced semi-annually)	$ 600.00	$600.00
Psychology - Interim Autonomous Practice Members – Annual Fee	$ 1,200.00	$1,200.00
Corporation Application	$350.00	$644.00
Corporation Renewal	$250.00	$451.00

Exhibit: Fees Table

*Psychology JEE and Oral Examination proposed fees reflect those in 2017 not an inflationary correction

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BRIEFING NOTE

2026.03.05D

SEPTEMBER 2026 BOARD MEETING

BOARD MEETING RECORDINGS

STRATEGIC DIRECTION REFLECTION
Continuous Quality Improvement Culture

MOTION FOR CONSIDERATION
That the Board of Directors adopt a policy of livestreaming its meetings and keeping recordings of Board meetings publicly available, until those meeting minutes are approved.

PUBLIC INTEREST RATIONALE
The Board is committed to conducting its work transparently and in the public interest. Public access to Board meetings promotes accountability, confidence in regulatory decision-making, and understanding of how the College fulfills its mandate.

At the same time, the Board must ensure that its governance processes support effective deliberation, maintain clear and authoritative records of decision-making, protect privacy where appropriate, and make responsible use of College resources. A thoughtful approach to the retention and publication of Board meeting recordings would provide clarity regarding how transparency is delivered while balancing accessibility, governance effectiveness, records management obligations, and public confidence. This direction would inform the College's overall Website and Social Media Maintenance procedure.

BACKGROUND
The purpose of this briefing note is to review the Executive Committee process for arriving at a recommendation regarding the College's future handling of Board meeting recordings and to receive Board direction/decision-making.

CPBAO currently livestreams public Board meetings and, for its last two meetings, has been posting meeting recordings for ongoing public access. The current practice arose in March 2026, following discussion at a Board meeting and a Board motion to retain recordings. At the time, the matter was considered primarily through the lens of transparency and accessibility. The decision was made without the benefit of a comprehensive jurisdictional scan, formal options analysis, or structured consideration of the broader governance, privacy, records retention, administrative, and public-interest implications associated with long-term public access of Board recordings.

The Board subsequently directed staff to prepare policy suggestions regarding the future handling of Board meeting recordings. This review provides an opportunity to consider the issue through a more comprehensive governance and public-interest lens.

The Health Professions Procedural Code requires Board meetings to be open to the public, except where matters may appropriately be considered *in camera*. However, the legislation does not require meetings to be livestreamed, recorded, or to remain publicly available. The question for consideration is therefore not whether Board meetings should remain public, but rather how public access should be provided beyond the statutory requirement.

To support this review, staff conducted a jurisdictional scan of Ontario health regulatory colleges. The scan identified a range of approaches to providing public access to Board and Council meetings:

- Livestream only;
- Livestream with recordings maintained for public access;
- Virtual attendance through registration or meeting links (e.g., Zoom or Teams); and
- Other approaches where no public broadcast was identified.

The scan demonstrates that Ontario health regulatory colleges have adopted a range of approaches to public access, with no single model emerging as the standard. The diversity of approaches suggests that decisions regarding livestreaming and retention of Board recordings are matters of governance policy rather than regulatory expectation.

This review also occurs in the context of a third-party governance review that recommended strengthening Board minutes. Enhanced minutes support transparency by providing a clear, accurate, and authoritative record of Board discussions, decisions, rationale, and directions to staff.

ANALYSIS

In evaluating approaches, at their meeting on August 28, 2026, the Executive Committee considered the following factors:

Transparency and accessibility

Public observation of Board proceedings promotes accountability and confidence in regulatory governance. Publicly available recordings provide additional accessibility for individuals who cannot attend meetings in real time due to work schedules, caregiving responsibilities, disability-related needs, or other practical barriers. They may also provide viewers with a deeper understanding of Board deliberations.

The jurisdictional scan suggests that transparency may be achieved through a variety of models. Several Colleges facilitate public observation through registration-based attendance or virtual meeting links rather than public livestreams or continued availability of meeting recordings. This suggests that public accessibility and transparency do not necessarily depend on the permanent accessibility of recordings.

Integrity of the official record

Board minutes are reviewed, corrected as necessary, and formally approved by the Board. They constitute the sole official corporate record of Board deliberations and decisions. While recordings may provide additional context, they do not undergo the same review and approval process and should not be relied upon as the authoritative record of Board business. The ongoing availability of recordings may nevertheless create uncertainty regarding the distinction between supplementary meeting recordings and approved Board minutes, particularly as the College continues efforts to strengthen Board minutes.

Reliability of information

One consideration raised in discussions of recording availability is that members of the public can independently record livestreams and distribute them through other channels. Maintaining a publicly accessible recording may provide a reference source against which statements or excerpts can be compared. However, recordings are not the official record of Board proceedings and do not undergo Board review or approval. Approved Board minutes remain the authoritative corporate record.

Importantly, the existence of unofficial recordings does not itself determine the appropriate access policy. The key policy consideration remains whether the College should maintain recordings as a permanent

governance record, particularly given the role of approved minutes as the official record and the governance, privacy, and administrative considerations associated with long-term retention.

Governance effectiveness
Board members must be able to ask questions, test ideas, and engage in candid discussion. Permanent availability of recordings may have the unintended effect of reducing the willingness of Board members to participate openly in governance discussions or may increase concern that comments will be viewed outside the context of the full deliberation.

Public Interest Benefit
Publicly available recordings may provide value to registrants, professional associations, governance observers, researchers, members of the media, and other stakeholders with a particular interest in Board deliberations. The Board may wish to consider whether maintaining ongoing public access to Board recordings provides a distinct public-interest benefit beyond the transparency already achieved through public Board meetings, livestream access, publication of Board materials, and approved Board minutes.

Privacy and context
Although Board meetings are public, publicly available recordings create a permanent and easily distributable record. Comments may be excerpted, shared, or interpreted without the benefit of surrounding context or subsequent Board decisions.

Records management and administrative burden
Recordings create an additional category of governance record requiring publication, storage, maintenance, monitoring, and eventual disposition. Any policy direction should align with the College's records retention framework and ensure that administrative effort remains proportionate to the value provided.

POLICY OPTIONS
The Executive Committee considered three options at their August 28, 2026, meeting prior to recommending **Option 3: livestream + recording until minutes are approved** for consideration by the Board of Directors.

Option 1: livestream + permanent recordings (current practice adopted in March 2026)

Strengths:
- Maximizes transparency and public access.
- Provides on-demand viewing and accessibility.
- Maintains a permanent audiovisual archive.
- Allows the public to review discussions using a complete College-posted recording rather than relying on excerpts or third-party recordings.
- Demonstrates a high degree of organizational openness.

Challenges:
- May increase reliance on recordings rather than approved minutes when interpreting Board discussions and decisions.
- May blur the distinction between recordings and approved minutes.
- May inhibit candid Board discussion.
- Increases privacy, reputational, records-management, and administrative risks.
- Creates ongoing retention, storage, and maintenance obligations.
- Commits the College to an ever-growing public-facing video library (four meetings per year, indefinitely), turning the channel, in practice, into a public repository.

Option 2: livestream only (the College's historical practice)

Strengths:

- Maintains public access to Board proceedings.
- Continues to exceed legislative requirements for open meetings.
- Reinforces approved minutes as the authoritative and permanent record.
- Places greater emphasis on approved Board minutes as the official governance record.
- Reduces privacy, reputational, records-retention, and administrative concerns.
- Simplifies records management.
- Aligns with the most common public broadcast model identified in the jurisdictional scan.

Challenges:

- Individuals who miss the livestream cannot view proceedings afterward.
- May be perceived by some interested parties as reducing transparency.
- Independent recordings by members of the public may still circulate without an official recording available for comparison.

Option 3: livestream + recording until minutes are approved

Strengths:

- Balances transparency and accessibility with governance considerations.
- Allows stakeholders to review proceedings following the meeting.
- Provides a College-posted reference recording while minutes are being prepared and approved.
- Supports approved minutes becoming the definitive long-term record.
- Establishes a clear retention period tied to a governance milestone.
- Reduces long-term accumulation of audiovisual records.

Challenges:

- Requires monitoring and administrative processes to remove recordings.
- Recordings may still be downloaded, copied, or redistributed while available.
- Does not fully eliminate concerns regarding Board member candour.
- May create questions regarding why recordings are subsequently removed.

RISK

The principal risk is achieving the appropriate balance between transparency and governance effectiveness.

Maintaining recordings indefinitely maximizes accessibility but creates ongoing privacy, reputational, records retention, and administrative risks. It may also create uncertainty regarding the relationship between recordings and approved minutes and increase the likelihood that comments are viewed outside their original context.

Conversely, reducing or eliminating publicly available recordings may be perceived by some interested parties as reducing transparency despite continued public access through open meetings, livestreaming, agendas, Board materials, and approved minutes.

Options 2 and 3 preserve public access while mitigating many of the governance and records-management concerns associated with maintaining a permanent audiovisual archive.

The Executive Committee recommended Option 3: livestream + recording until minutes are approved for consideration by the Board of Directors.

BUDGETARY IMPLICATIONS

No significant financial implications are anticipated. However, permanent availability of recordings requires ongoing administrative effort associated with publication, storage, accessibility, maintenance, records management, and retention. A livestream-only approach reduces these obligations, while a temporary-retention approach requires ongoing monitoring and removal processes.

ADDITIONAL PUBLIC INTEREST CONSIDERATIONS

The College's statutory obligation is to ensure that Board meetings are open to the public. The extent to which the College goes beyond that requirement is a matter of policy.

In this context and as recommended by the Executive Committee, the Board may wish to consider whether publicly available recordings provide a distinct public-interest benefit beyond that already achieved through open meetings, livestream access, publication of Board materials, and approved minutes.

Publicly available recordings may provide value to registrants, professional associations, governance observers, members of the media and other interested stakeholders who wish to review Board discussions in greater detail. The Board of Directors may wish to consider whether maintaining publicly available recordings advances broader public-interest objectives beyond those already achieved through open meetings, livestreaming, Board materials and approved minutes.

This distinction may assist in assessing the relative benefits of permanent access to recordings compared with alternative approaches that continue to provide public access to meetings while reinforcing approved minutes as the official record.

Key public-interest considerations include:

- maintaining public confidence through open and observable governance;
- ensuring identification of the authoritative record of Board decisions;
- supporting effective and candid Board deliberations;
- protecting against the loss of context associated with publicly available recordings;
- providing reasonable accessibility for interested parties unable to attend live meetings;
- responsibly managing governance records and College resources; and
- aligning with accepted regulatory governance practices across the sector, recognizing that many Ontario health regulators provide public access to meetings without maintaining permanent access to meeting recordings.

All three options maintain public Board meetings. The principal distinction between the options is not whether the Board conducts its business transparently, but whether transparency is supplemented by temporary or permanent public access to recordings.

OPTIONS

1. Approve: A Board meeting availability mode of livestreaming and keeping recordings of Board meetings publicly available until minutes are approved.
2. Reject the recommended policy proposal
3. Approve an alternative policy proposal

NEXT STEPS

Pending the Board's decision, livestreaming and keeping Board meeting recordings publicly available until minutes are approved, will be incorporated into the College's Website and Social Media Maintenance procedure.

ATTACHMENT

- Appendix A: Jurisdictional Scan of Public Board Meeting Recording Practices (August 2026)

CONTACT FOR QUESTIONS

Tony DeBono
Registrar

Zimra Yetnikoff
Deputy Registrar/Director, Investigations & Hearings

Nadine Yacoub
Officer, Communications

Appendix A - Jurisdictional Scan of Public Board Meeting Recording Practices (August 2026)

Ref.	College	Public Access Model	Board/Council Page
1	College of Audiologists and Speech-Language Pathologists of Ontario (CASLPO)	No public broadcast identified	https://caslpo.com/about-caslpo/board-of-directors/board-meetings
2	College of Chiropractors of Ontario (CCO)	Livestream	https://cco.on.ca/about-cco/council-meetings/
3	College of Dental Hygienists of Ontario (CDHO)	Livestream + recording	https://cdho.org/about-cdho/council/council-meetings/
4	College of Dental Technologists of Ontario (CDTO)	Livestream	https://cdto.ca/about-the-college/board-of-directors/
5	College of Denturists of Ontario	Livestream + recording	https://denturists-cdo.com/About-Us/Council-Committees/Council/Council-Meetings.aspx
6	College of Dietitians of Ontario	Livestream	https://collegeofdietitians.org/meetings-hearings/
7	College of Homeopaths of Ontario	Virtual access by registration	https://collegeofhomeopaths.com/news--events.html
8	College of Kinesiologists of Ontario	Virtual access available through Zoom	https://coko.ca/about/council-committees/council/council-meetings/
9	College of Medical Laboratory Technologists of Ontario (CMLTO)	Livestream	https://www.cmlto.com/cmlto-board-meeting-dates/
10	College of Medical Radiation and Imaging Technologists of Ontario (CMRITO)	Virtual access available through Teams	https://www.cmrito.org/about/council-committees/our-council/
11	College of Midwives of Ontario	No public broadcast identified	https://cmo.on.ca/about/board-meetings/
12	College of Massage Therapists of Ontario (CMTO)	Livestream + recording	https://www.cmto.com/about-cmto/council-and-committees/council-meetings/
13	College of Nurses of Ontario (CNO)	Livestream	https://www.cno.org/what-is-cno/council/council-meetings
14	College of Naturopaths of Ontario	Virtual access by registration	https://www.collegeofnaturopaths.on.ca/about-the-college/council/
15	College of Opticians of Ontario	Livestream + recording	https://collegeofopticians.ca/public/about-us/college-board/upcoming-board-meetings
16	College of Optometrists of Ontario	Livestream	https://collegeoptom.on.ca/about-us/council-and-committees/council-meetings/
17	College of Chiropodists of Ontario (COCOO)	No public broadcast identified	https://cocoo.on.ca/council-meetings/
18	College of Occupational Therapists of Ontario (COTO)	No public broadcast identified	https://www.coto.org/resource/board-meeting-materials/
19	Ontario College of Pharmacists (OCP)	Virtual access available through Teams	https://ocpinfo.com/about/board-committees/board-council-meetings-reports/
20	College of Physicians and Surgeons of Ontario (CPSO)	No public broadcast identified	https://www.cpso.on.ca/About/Board-of-Directors/Board-Meetings
21	College of Physiotherapists of Ontario	Livestream only	https://collegept.org/about-the-college/board-of-directors-committees-and-elections/board-minutes-and-meeting-materials/
22	**College of Psychologists and Behaviour Analysts of Ontario (CPBAO)**	**Livestream + recording**	**https://cpbao.ca/about-cpbao/board/board-meetings/**
23	College of Registered Psychotherapists of Ontario (CRPO)	Livestream	https://crpo.ca/about-us/governance/council-elections-meetings/
24	College of Respiratory Therapists of Ontario (CRTO)	Virtual access by registration	https://www.crto.on.ca/public/about-us/upcoming-meetings/
25	College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario (CTCMPAO)	Virtual access by registration	https://www.ctcmpao.on.ca/about-us/committees/
26	Royal College of Dental Surgeons of Ontario (RCDSO)	Livestream + recording	https://www.rcdso.org/en-ca/about-rcdso/council-and-committees

Methodology: 'No public broadcast identified' indicates no evidence of livestreaming or publicly accessible recordings was identified during the scan. This does not mean meetings are not publicly accessible, only that they do not appear to be simultaneously broadcast on a public platform. 'Board/Council Page' corresponds to the verified official sources.

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BRIEFING NOTE

2026.03.05E

SEPTEMBER 2026 BOARD MEETING

ICRC POLICY UPDATES

STRATEGIC DIRECTION REFLECTION
Continuous Quality Improvement Culture

MOTION FOR CONSIDERATION
That the Board approve amendments to ICRC Policies II-3(iii), II-3(iv) and II-3(v), as recommended by the Inquiries, Complaints and Reports Committee following its scheduled policy review.

PUBLIC INTEREST RATIONALE
Regular review of ICRC policies supports fair, consistent and efficient decision-making and helps ensure that written policy reflects current practice, technology and legislative responsibilities. Updating policies when operational practices have evolved reduces ambiguity for registrants, complainants, Committee members and staff, and supports transparent and defensible regulatory processes.

BACKGROUND
At its May 2026 plenary meeting, the Inquiries, Complaints and Reports Committee (ICRC) reviewed a number of its policies in accordance with the Committee's established policy review schedule. The review identified several provisions that no longer fully reflect current operating practices or that would benefit from clarification. The ICRC recommended amendments to three policies for consideration through the College's governance approval process.

ANALYSIS
The proposed amendments are primarily intended to modernize existing policies and align them with current ICRC practice.

The ICRC recommended the following updates:

Policy II-3(iii): Appearance Before a Panel of the Inquiries, Complaints and Reports Committee to be Cautioned.

The ICRC noted that this policy was developed when cautions would ordinarily have been delivered in person at the College offices. Current college operations include hybrid work arrangements and virtual proceedings. The proposed amendments update the policy to accommodate current methods of delivering cautions and remove language that assumes an in-person process.

Policy II-3(iv): Responding to Requests for Extensions to Make Written Submissions.

The ICRC noted its previous policy regarding the release of a registrant's response to a complainant was rescinded in September 2025. As such, a registrant's response is no longer provided to a complainant by default in every complaint. However, this policy still retains reference to that historical approach, which should be removed.

Policy II-3(v): Reporting to Police and Other Authorities

The ICRC considered the existing requirement that the Registrar report every publicly available Discipline Committee decision to police, where those decisions raise issues of potential criminal conduct. The ICRC concluded that the policy should provide the Registrar with discretion to make such a report rather than impose a mandatory obligation to do so.

This recognizes that the circumstances giving rise to a Discipline Committee decision, the information already available to police, and the regulatory purpose served by making a report, may vary from case to case.

RISK

Overall risk is low. The principal risk of not updating the policies is that written guidance may diverge from actual ICRC practice, creating avoidable uncertainty or inconsistency.

The proposed change from "will" to "may" in Policy II-3(v) provides the Registrar with express discretion regarding whether a report should be made. That discretion should be exercised in a principled manner and with regard to the circumstances of each case.

BUDGETARY IMPLICATIONS

None.

OPTIONS

1. Approve the amendments recommended by the ICRC.
2. Approve the amendments with further revisions.
3. Defer the amendments and request further review by the ICRC or staff.

ATTACHMENTS

- *Policy II-3(iii): Appearance Before a Panel of the Inquiries, Complaints and Reports Committee to be Cautioned* with tracked changes.
- *Policy II-3(iv): Responding to Requests for Extensions to Make Written Submissions* with tracked changes.
- *Policy II-3(v): Reporting to Police and Other Authorities* with tracked changes.

CONTACT FOR QUESTIONS

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Deputy Registrar/Director, Investigations & Hearings

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POLICY AND PROCEDURE MANUAL

POLICY	Appearance Before a Panel of the Inquiries, Complaints and Reports Committee to be Cautioned		
SECTION	Board & Committees	**POLICY #**	II – 3(iii)
DATE CREATED	December 2017	**DATE LAST REVISED**	-September 2026
NEXT REVIEW DATE	~~2021/2022~~2028/2029	**DATE LAST REVIEWED**	-May 2026

POLICY STATEMENT

A registrant required to appear before a panel of the Inquiries, Complaints and Reports Committee (ICRC) to be cautioned with respect to a complaint or report shall ordinarily appear virtually before the panel ~~in person at the College offices,~~ and, if specified in the disposition of the complaint or report, will discuss the remediation plan specified or agreed to with the panel during the course of the caution.

BACKGROUND

Pursuant to section 26(1)(3) of the Health Professions Procedural Code (Code), being Schedule 2 to the *Regulated Health Professions Act, 1991*, a panel of the ICRC, after investigating a complaint or report may require the registrant to appear before a panel of the ICRC to be cautioned. A notation of the caution will appear on the Public Register.

This policy is created pursuant to the College's rule-making authority to govern its own procedures and practices under section 25.1 of the *Statutory Powers Procedures Act*, R.S.O. 1990, c. S.22

PROCEDURE

1. A caution required by a panel of the Inquiries, Complaints and Reports Committee (ICRC) pursuant to section 26(1)(3) of the Code will be delivered by a panel of the ICRC at the earliest practicable opportunity after the ICRC decision has been released and the Health Professions Appeal and Review Board appeal period has expired.

2. A caution ~~issued in person~~ will be attended by an ICRC panel, the registrant, and College staff.

~~3. All c~~Cautions are normally issued virtually. ~~will be issued in person at the College offices, unless the registrant provides information to the panel, with supporting documentary information, indicating that their attendance at the College would cause undue hardship. In this context, undue hardship may include, but is not limited to:~~

~~a. Health implications for the registrar and/or dependants; and~~

~~b. Obligations related to dependent care.~~

3. ~~In such cases, the panel may consider alternatives for issuing the caution, which may include issuing the caution by electronic means. Where the matter has no attendant Acknowledgment and Undertaking (Undertaking) or Specified Continuing Education or Remediation Program (SCERP) and there are no remedial provisions due to a registrant's registration status such as having retired or resigned, the panel may, in its discretion and when it believes it to be appropriate, deliver the caution in writing.~~

4. If, in addition to the caution, an Undertaking is entered into by the registrant, the Undertaking may include the registrant's agreement to discuss and/or reflect upon the remedial aspects of the Undertaking during the course of the caution.

5. If, in addition to the caution, the ICRC orders a SCERP, the ICRC may specify in the SCERP that the registrant will be expected to discuss and/or reflect upon the remedial aspects of the SCERP during the course of the caution.

6. Following the issuing of the caution, ~~whether it be in person, electronic or written form, the registrant and~~ the ICRC panel chair will sign ~~two copies of~~ a formal Acknowledgement of the registrant's attendance at the caution, ~~one~~ a copy of which will be provided to the registrant, and which~~. The copy retained by the College~~ will form part of the disposition record. A copy of the Acknowledgement~~, which~~ will be provided to the ICRC in the event of a future investigation of the registrant, pursuant to section 26(2) of the Code.

7. A notation of the caution~~, whether administered in person, electronically, in written form or by some other means,~~ will appear on the Public Register, pursuant to 23(2)(7) of the Code.

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POLICY AND PROCEDURE MANUAL

POLICY	Responding to Requests for Extensions to Make Written Submissions		
SECTION	Board & Committees	**POLICY #**	II – 3(iv)
DATE CREATED	June 2018	**DATE LAST REVISED**	~~June~~ September ~~2021~~2026
NEXT REVIEW DATE	~~2024/2025~~2028/29	**DATE LAST REVIEWED**	~~April~~ May 2026~~2021~~

POLICY STATEMENT

The Inquiries, Complaints and Reports Committee (ICRC) is alert to its statutory requirement to dispose of cases in a timely manner. To ensure procedural fairness and the adequacy of investigations however, the ICRC considers requests~~,~~ from ~~both~~ registrants ~~and complainants,~~ for extensions of time to make written submissions when those requests are made in writing and supported by adequate reasons.

BACKGROUND

Pursuant to section 25.2(1) of the Health Professions Procedural Code (Code), being Schedule 2 to the *Regulated Health Professions Act, 1991*, a registrant who is the subject of a complaint or report may make written submissions to the Inquiries, Complaints and Reports Committee within 30 days of receiving notice of the report or complaint. ~~It is the College's practice to provide complainants with 14 days to respond to a registrant's response, if the response is provided to them.~~ For any subsequent and additional information provided to the registrant, it is the College's practice to provide the registrant with 14 days to make additional written submissions.

From time to time and for various reasons, registrants ~~and complainants~~ request extensions of time to make written submissions to the College. This policy is intended to clarify and provide consistency for how such requests will be considered.

This policy is created pursuant to the College's rule-making authority to govern its own procedures and practices under section 25.1 of the *Statutory Powers Procedures Act*, R.S.O. 1990, c. S.22

PROCEDURE

1. A request for an extension must be received in written form by letter, email or fax and must include:
   a. the reasons for the request, which must be based upon extenuating circumstances; and,
   b. a proposed date for providing the written submissions and/or supporting materials to the College.

2. Based on the nature of the request, College staff may grant extensions for a cumulative maximum of 21 days.

3. If staff have questions about the appropriateness of a request for an extension within the 21-day timeframe, they will consult with the ICRC Chair who may consider the request, or take the request to a panel of the ICRC.

4. A request for extensions totalling more than 21 days must be approved by the Chair of the ICRC or their designate. The ICRC Chair or designate may request that the matter be considered by a full panel

of the ICRC, if deemed appropriate. If a panel has been convened to hear the matter, then it is expected that the Committee Chair will designate the panel Chair to consider the request.

5. After considering a request for an extension, the ICRC Chair, designate or panel, may:
   a. grant the extension requested;
   b. grant an extension, but for less time than requested; or
   c. not grant the extension.

6. When considering an extension request, the ICRC Chair, designate or panel may consider other appropriate means for obtaining the information at issue, including summonsing the information.

7. The ICRC Chair, designate or panel may decide not to grant the extension if there is adequate information to make a reasonable decision in the matter, and procedural fairness will not be compromised.

8. Different considerations apply to requests for extensions for submissions regarding the notice of intention to make an interim order pursuant to section 25.4(6) of the Code.
   a. A request for extension to provide written submissions regarding notice of an interim order will be treated as separate and distinct from a request for an extension to provide written submissions regarding a complaint or report, even where notice of the complaint or report and notice of the interim order are provided at the same time.
   b. The request for extension must be received in written form by letter, email or fax.
   c. The request for extension must include reasons, as under section 1, above, and must include a proposed date of extension.
   d. Staff, on behalf of the ICRC, will consider an extension of up to 5 days to provide submissions in response to notice of an interim order.
   e. Should the ICRC proceed with an interim order under circumstances where the registrant does not believe there was an adequate opportunity to respond, the ICRC will reconsider the matter pursuant to section 25.4(4) of the Code as soon as possible upon receipt of the registrant's written submissions.

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POLICY AND PROCEDURE MANUAL

POLICY	Reporting to Police and Other Authorities		
SECTION	Board & Committees	**POLICY #**	II – 3(v)
DATE CREATED	March 2019	**DATE LAST REVISED**	-September 2026
NEXT REVIEW DATE	~~2023/2024~~2028/29	**DATE LAST REVIEWED**	-May 2026

POLICY STATEMENT

The College receives information through complaints and reports that may suggest that a registrant has committed a criminal act or other offence. For reasons of transparency and public protection, the College may report this information to the police or other relevant authorities, in compliance with this policy.

BACKGROUND

Some allegations against registrants received by the College are of a nature that may appear to warrant criminal and/or provincial offence charges. These could include, but are not limited to fraud, sexual abuse or failure to report child abuse, or abuse in a long-term care home or retirement home. This information may reach the College in a variety of ways, including through a complaint received and by a mandatory report.

Under the *Regulated Health Professions Act, 1991 (RHPA)*, the College is permitted to disclose otherwise confidential information when it is reasonable to believe that doing so may reduce or eliminate a risk of harm to a person or group of persons. The College is also permitted to disclose information to the police or other relevant authorities to aid an investigation undertaken with a view to a law enforcement proceeding, or from which a law enforcement proceeding is likely to result.

The College is not expected to have expert knowledge of the *Criminal Code* or of all provincial acts. Therefore, if a registrant's alleged conduct appears to be criminal in nature or appears to contravene a provincial statute such that the contravention appears to be an offence, the College may report this information to the police or other relevant authorities.

This policy is created pursuant to the College's rule-making authority to govern its own procedures and practices under section 25.1 of the *Statutory Powers Procedure Act, 1990* s.22.

PROCEDURE

1. If the College is contemplating reporting a matter to the police or other authorities, the College will first advise the complainant or reporter that they may wish to report the matter themselves. The College generally believes that the victim or witness to the alleged conduct is the more suitable reporter as they are more likely to have first-hand knowledge of the incident(s).

2. Should the complainant or reporter indicate that they wish to report the matter to the police or other authorities, the College will provide and/or arrange support for the individual making the report, as necessary and appropriate.

3. The College recognizes that there are numerous reasons why an individual may choose not to report a matter to the police or other relevant authorities. If the complainant or reporter does not wish to contact the police or other relevant authorities, or in cases where the information comes to the

College independent of a particular complainant or reporter, the Registrar may consider whether to, report the registrant's conduct to the police or other relevant authorities if the following conditions are met:

a. The alleged conduct appears to be criminal in nature, or appears to be an offence under a provincial act; and
b. There are reasonable grounds to believe that the conduct poses risk(s) of harm to the public, and reporting could reduce the risk of future harm; and/or
c. The College is in possession of additional information, such as the registrant's prior history, that reasonably suggests the registrant's alleged conduct may be indicative of a pattern of behaviour that poses risk(s) of harm to the public.

4. Where possible, the Registrar will inform the complainant or reporter that the information is being reported to the police or other relevant authorities. The Registrar will also inform the registrant when a police report has been submitted, provided that, based on discussions with the police, the Registrar is satisfied that informing the registrant will not interfere with the integrity of the police investigation.

5. Should the Registrar make a report to the police or other relevant authorities, the Registrar will:
   a. Provide the registrant's name, mailing address and a summary of the relevant allegations and/or relevant documents, pursuant to authorized disclosures under s.36(e) of the *RHPA*;
   b. Only include the complainant and/or witness' name and identifying information if the complainant or witness has consented to the report. If the complainant and/or witness not consent to the report, the Registrar will not provide their identity, and will redact identifying information from documents accordingly; and,
   c. In all cases, withhold any and all of the registrant's responses to the allegations in all forms, whether obtained by way of summons or on consent.

   The Registrar will only provide information related to subsections 5(b) and 5(c) above if ordered to do so by a production order or other court order.

6. The College ~~will~~ may provide public decisions made by the Discipline Committee to the police should the Discipline Committee's findings raise issues of potential criminal actions.

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BRIEFING NOTE

2026.03.05F

SEPTEMBER 2026 BOARD MEETING

PROPOSED AMENDMENTS TO POLICY II–8(i): FINANCE AND AUDIT COMMITTEE: TERMS OF REFERENCE/ROLE

STRATEGIC DIRECTION REFLECTION
Membership Engagement

MOTION FOR CONSIDERATION
That the Board approve the proposed amendments to Policy II–8(i): *Finance and Audit Committee: Terms of Reference/Role.*

PUBLIC INTEREST RATIONALE
The mandate of the College is to serve and protect the public interest through effective regulation of the professions it governs. Maintaining current governance policies supports sound financial oversight, accountability, and effective decision-making. Periodic review of committee terms of reference helps ensure that the Finance and Audit Committee continues to fulfill its responsibilities in accordance with the College's governance framework and financial oversight obligations.

BACKGROUND
Policy II–8(i): *Finance and Audit Committee: Terms of Reference/Role* establishes the mandate, composition, reporting relationships, and responsibilities of the Finance and Audit Committee.

As part of the College's regular policy review cycle, the policy has been reviewed to ensure it continues to reflect current governance practices and operational requirements. The proposed amendments clarify the Committee's role and responsibilities, improve readability, and ensure the policy remains current and aligned with the College's governance framework.

RECOMMENDATIONS AND CONCLUSION
It is recommended that the Board approve the proposed amendments to Policy II–8(i): *Finance and Audit Committee: Terms of Reference/Role*.

NEXT STEPS
Upon approval by the Board, the amended policy will be incorporated into the College's Policy and Procedure Manual.

ATTACHMENTS
1. Policy II–8(i): *Finance and Audit Committee: Terms of Reference/Role* (tracked changes)

CONTACT FOR QUESTIONS
Tony DeBono, MBA, Ph.D., C.Psych.
Registrar & CEO

COLLEGE OF
PSYCHOLOGISTS AND
BEHAVIOUR ANALYSTS
OF ONTARIO

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POLICY AND PROCEDURE MANUAL

POLICY	Finance and Audit Committee: Terms of Reference/Role		
SECTION	~~Council~~Board & Committees	**POLICY #**	II – 8(i)
DATE CREATED	March 2006	**DATE LAST REVISED**	December 2024
NEXT REVIEW DATE	~~2026~~2029/~~2027~~2030	**DATE LAST REVIEWED**	November 2024

POLICY STATEMENT

The ~~Council~~Board ~~Board~~ of the College shall maintain a standing Finance and Audit Committee.

PROCEDURE

1. Finance and Audit Committee members are appointed by the Executive Committee acting on behalf of the ~~Council~~Board~~Board~~.

2. The Finance and Audit Committee reports to the ~~Council~~Board regarding the financial management of the College.

3. The Registrar provides staff support to the Finance and Audit Committee.

4. Role: The Committee assists the ~~Council~~Board in fulfilling its fiduciary duties of overseeing the College's finances, ensures that financial statements that fairly represent the financial condition of the College. Financial management under the oversight of the Finance and Audit Committee include: banking practices; investments; borrowing of monies; levels of approval and disbursement procedures relating to purchased goods and services; major capital budget and facilities expenses; the findings of the external annual audit; review of the draft annual budget; and concerns relating to financial policies.

5. Composition: The Finance and Audit Committee shall be composed of six members:
   - two members of the ~~Council~~Board who are members of the College, one of whom is the ~~President~~ Chair or designate;
   - two members of the ~~Council~~Board appointed by the Lieutenant-Governor-in-Council; and,
   - two members of the College who are not members of ~~Council~~Board, ideally with representation from both professions.

6. Duties of the Finance and Audit Committee:
   a. The Committee shall review the draft operating and capital budgets prepared by the Registrar and, with the Registrar, recommend to the Executive Committee and ~~Council~~Board the annual operating and capital budgets.
   b. The Committee shall review quarterly financial statements prepared by the Registrar including any expenses projected to exceed budget by more than $5,000 and underspent by $10,000 by year end.
   c. Prior to the conduct of the annual audit, the Chair of the Committee may meet with the auditor by teleconference to discuss the scope of the audit and to address any concerns of the Committee respecting the College's financial management.
   d. After completion of the year-end audit, the Committee shall meet with the auditor to discuss the auditor's report and the draft financial statements.

e. The Committee shall review the Registrar's quarterly reports on the College's investments and determine whether any change in strategy is advisable.
f. The Registrar shall provide the Committee with any information required to fulfill its obligations.
g. The Registrar shall be responsible for the daily financial management of the College, the budget preparation, monitoring any deviations from the budget and recommending policy concerning the financial management of the College's operations.
h. Expenses submitted ~~after 60 days or~~ under exceptional circumstances will go to the Finance and Audit Committee for approval.
~~i. In accordance with the policy on approval of the Registrar's expenses, a member of the Committee will review the Registrar's expenses at least quarterly.~~

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BRIEFING NOTE

2026.03.05F

SEPTEMBER 2026 BOARD MEETING

PROPOSED AMENDMENTS TO POLICY III F–6: REGISTRAR'S EXPENSE APPROVAL

STRATEGIC DIRECTION REFLECTION
Membership Engagement

MOTION FOR CONSIDERATION
That the Board approve the proposed amendments to Policy III F–6: *Registrar's Expense Approval.*

PUBLIC INTEREST RATIONALE
The mandate of the College is to serve and protect the public interest through effective regulation of the professions it governs. Maintaining current financial policies promotes accountability, transparency, and appropriate oversight of organizational expenditures. Periodic review of financial policies helps ensure that approval processes remain current and aligned with the College's governance framework.

BACKGROUND
Policy III F–6: *Registrar's Expense Approval* establishes the approval process for expenses incurred by the Registrar.

As part of the College's regular policy review cycle, the policy has been reviewed to ensure it continues to reflect current governance practices and operational requirements. The proposed amendments update the policy to clarify the approval authority for the Registrar's expenses and ensure the policy remains current and aligned with the College's governance framework. Annual audits have consistently confirmed that the College's internal controls of approval of expenses have been sufficient.

BUDGET IMPLICATIONS
The proposed amendments are administrative in nature and are not expected to have any budgetary or financial implications for the College.

RECOMMENDATIONS AND CONCLUSION
It is recommended that the Board approve the proposed amendments to Policy III F–6: *Registrar's Expense Approval*.

NEXT STEPS
Upon approval by the Board, the amended policy will be incorporated into the College's Policy and Procedure Manual.

ATTACHMENTS
1. Policy III F–6: *Registrar's Expense Approval* (tracked changes)

CONTACT FOR QUESTIONS

Tony DeBono, MBA, Ph.D., C.Psych.
Registrar & CEO

POLICY AND PROCEDURE MANUAL

POLICY	Registrar's Expense Approval		
SECTION	Operational – Financial	**POLICY #**	III F – 6
DATE CREATED	December 2006	**DATE LAST REVISED**	June 2022
NEXT REVIEW DATE	~~2025/2026~~2029/2030	**DATE LAST REVIEWED**	May 2022

POLICY STATEMENT

The Registrar's expenses shall be approved by the ~~Finance and Audit Committee.~~Deputy Registrar or Delegate

PROCEDURE

1. The Registrar's expenses will be authorized for payment by the Deputy Registrar upon submission.

2. A list of ~~the authorized~~ expenses will be generated with copies of each invoice or expense attached.

~~3. This list of authorized expenses will be reviewed and approved by the President at least quarterly.~~

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BRIEFING NOTE

2026.03.06A

SEPTEMBER 2026 BOARD MEETING

REGISTRANT DEMOGRAPHIC DATA

STRATEGIC DIRECTION REFLECTION
Excellence in Care; Continuous Quality Improvement Culture

FOR INFORMATION

The collection of demographic data of registrants is a short-term goal of the College's EDI/Human Rights and Ethics Plan that was approved by the Board at their March 2025 meeting. Understanding the demographics of registrants, such as race, Indigenous status, religion, disability status, Francophonie, and gender identity is crucial to developing a data-driven knowledgebase of who (and who is not) serving Ontarians. At the level of the consumer/client/patient of psychological and ABA services, having clinicians who are representative of specific demographic groups is important in providing choice and potentially a better understanding of a client's identities and their impact on their reason(s) for seeking service. At the regulator level, understanding the demographics of registrants helps identify potential structural or systemic issues in the training and registration systems that my lead to disproportionately lower numbers of individuals from some groups versus others.

The College attempted to collect demographic data in 2022 through a point-in-time survey. Although it was a thoughtful effort, fewer than 1,200 registrants responded and there was a substantial amount of missing data. Learning from the challenges of this endeavour, the College shifted to an embedded, short, voluntary demographic questionnaire based on questions from the 2021 Census directly into the annual renewal process. This change ensured that data collection would be an on-going process as opposed to a single point of time and that it was integrated into an existing College structure.

To this end, the College received a total of 7406 responses during this inaugural data collection cycle from registrants across both professions on six categories (Disability, Francophone, Indigenous, LGBTQ, Race, Religion). To ensure the anonymity of the responses, they were not coded by profession. Response rates varied from 77% (Religion) to 92% (Francophone; Table 1). Raw data are presented in the tables below with comparisons to 2021 Census data of Ontario when available (Census, 2021; World Population Review): Disability (Table 2), Francophone (Table 3), Indigenous status (Table 4), LGBTQ (Table 5), Race (Table 6), and Religion (Table 7).

Although Indigenous Peoples represent 2.9% of the Ontario population, 1.2% of registrants identified as Indigenous. Similarly, registrants of Colour, such as those who are Arab, Black, Chinese, and South Asian also appeared to be underrepresented in comparison to the proportion of these communities in Ontario. For example, Black Ontarians represent 7.5% of the provincial population but only 2.3% of registrants. In contrast, White Ontarians represent 54.3% of the population but 65.6% of registrants.

This inaugural, embedded data collection effort is a commitment to better understanding the College's registrants and potential inequities that may exist in relation to representation across the professions. It is consistent with the Office of the Fairness Commissioner's (OFC's) 2024 Risk Assessment of the College, which noted, *"There are several groups accountable for increasing the diversity of the psychology profession…In this regard, the OFC would encourage all parties to continue to pursue the collection of race-based data to help diagnose problems and to*

assume leadership roles to promote a robust diversity and anti-racism agenda." In addition, this data collection effort will also be important to begin to address the risk factor identified by the OFC regarding, *"The ability to promote inclusion including the historical under-representation of racialized members in the PhD registration class."*

Although there is significant work to follow this data collection effort is in alignment with the College's EDI Plan which symbolizes a commitment to human rights and provides direction towards a more respectful and reflective community of psychological and behaviour analytic professionals.

Table 1

Category	**% Answered**	**% Declined**
Disability	87	13
Francophone	92	8
Indigenous	90	10
LGBTQ	85	15
Race	87	13
Religion	77	23

Table 2

Disability	**# of Responses**	**%**
Yes	502	6.78
No	5965	80.54
Decline	939	12.68

Table 3

Francophone	**# of Responses**	**%**
Yes	653	8.82
No	6179	83.43
Decline	574	7.75

Table 4

Indigenous	**# of Responses**	**%**
First Nations	33	0.45
Inuit	1	0.01
Metis	33	0.45
Other	20	0.27
None	6612	89.28
Decline	707	9.55

Table 5

LGBTQ	**# of Responses**	**%**
Transgender	13.00	0.18
Transsexual	1.00	0.01
Gay	122.00	1.65
Lesbian	100.00	1.35
Bisexual	190.00	2.57
Other	156.00	2.11
No	5742.00	77.53
Decline	1113.00	15.03

Table 6

Race	# of Responses	%	Comparative Data (%)
Arab	92.00	1.24	2.1
Black	169.00	2.28	7.5
Chinese	277.00	3.74	7.6
Filipino	48.00	0.65	3.5
Japanese	21.00	0.28	-
Korean	37.00	0.50	-
Latin American	122.00	1.65	2
South Asian	453.00	6.12	13.1
Southeast Asian	45.00	0.61	1.8
West Asian	107.00	1.44	-
White	4857.00	65.58	54.3
Other	421.00	5.68	5.2
Decline	997.00	13.46	

Table 7

Religion	# of Responses	%
Atheist	840	11.34
Buddhist	113	1.53
Hindu	128	1.73
Jewish	559	7.55
Muslim	198	2.67
Protestant	459	6.20
Roman Catholic	1032	13.93
Other Christian	504	6.81
Sikh	61	0.82
Other	335	4.52
No Religion	1679	22.67
Decline	1733	23.40

NEXT STEPS

Following the informational presentation to the Board, these data will be further examined by subject matter experts, and their feedback will be sought for plans to improve the collection process. Communication to registrants and the public about the results will occur via the College's channels.

CONTACT FOR QUESTIONS

Tony DeBono, MBA, Ph.D., C.Psych.
Registrar & CEO

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

BRIEFING NOTE

2026.03.07A

SEPTEMBER 2026 BOARD MEETING

Q4 (2025/2026) KEY PERFORMANCE INDICATOR UPDATE

STRATEGIC DIRECTION REFLECTION
Continuous Quality Improvement Culture

PUBLIC INTEREST RATIONALE
There are core statutory responsibilities for every regulatory College to effectively serve the public interest. The following Key Performance Indicators (KPIs) serve as indicators for how the College meets some of these core requirements.

Tracking performance of selected metrics fosters transparency and alignment between the Board and Operations to enable a high-performing organization capable of fulfilling its public protection mandate.

BACKGROUND
At the September 2025 meeting, the Board of Directors approved 4 KPIs for the 2025/2026 fiscal year to track and serve as indicators of overall performance, in accordance with the requirements set out in the College Performance Measurement Framework (CPMF). The KPIs and rationales for each are as follows:

1. Registration applications meet the 30-working daytime limit (70% percentile)
2. Complete 50 Continuing Professional Development audits within the fiscal year
3. Reduce the number of complaint cases open over 210 days by 5%
4. The variance to budget at annual audit is 5% or less

1. Registration applications meet the 30-working daytime limit (70% percentile)
Registration Applications refer to all first-time applications for registration for both psychology or applied behaviour analysis, excluding applied behaviour analysis transitional period routes 1 and 2. The 30-working daytime limit is from the day an application is deemed complete to when a statement of eligibility is issued. It is a metric monitored by government stakeholders as the supply of the competent human health workforce is a key priority.

2. Complete 50 CPD audits within the fiscal year
Audits are the College's mechanism to engage and monitor compliance with registrants' QA requirements. Audits ensure that registrants are meeting their CPD expectations intended to promote continued competence of the professions.

3. Reduce the number of complaint cases open over 210 days by 5%
The College has a statutory duty to dispose of complaint cases within 150 days. The College's ability to act on concerns in a timely manner promotes public confidence in the professions.

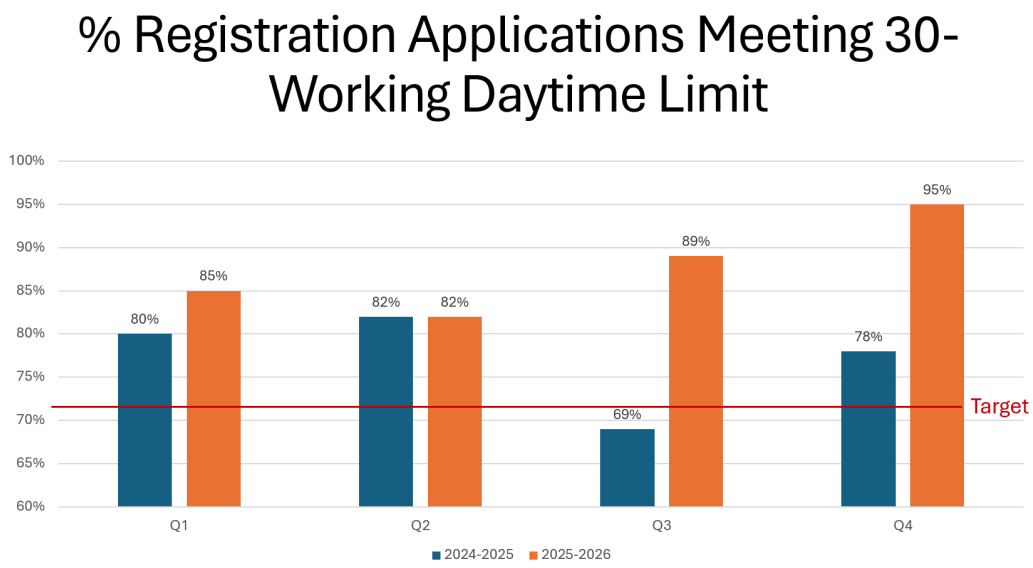
4. The variance to budget at annual audit is 5% or less

This metric describes the variance of budgeted expenses compared to actual expenses. A positive variance equals an overspend, whereas a negative variance is an underspend. Maintaining a balanced budget is a core duty that enables the College to function.

ANALYSIS

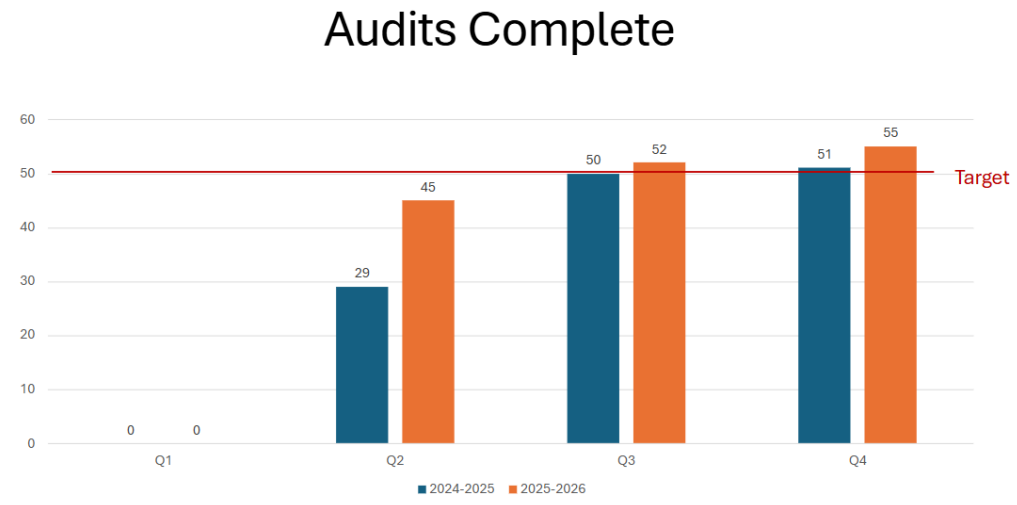
1. Registration applications meet the 30-working daytime limit (70% percentile)

In Q4, 95% of applications were processed within 30 days, far exceeding the 70% target. Application volumes were the lowest from the last 2 years (75), which may have contributed to the high percentage of applications meeting the 30-day timeline.



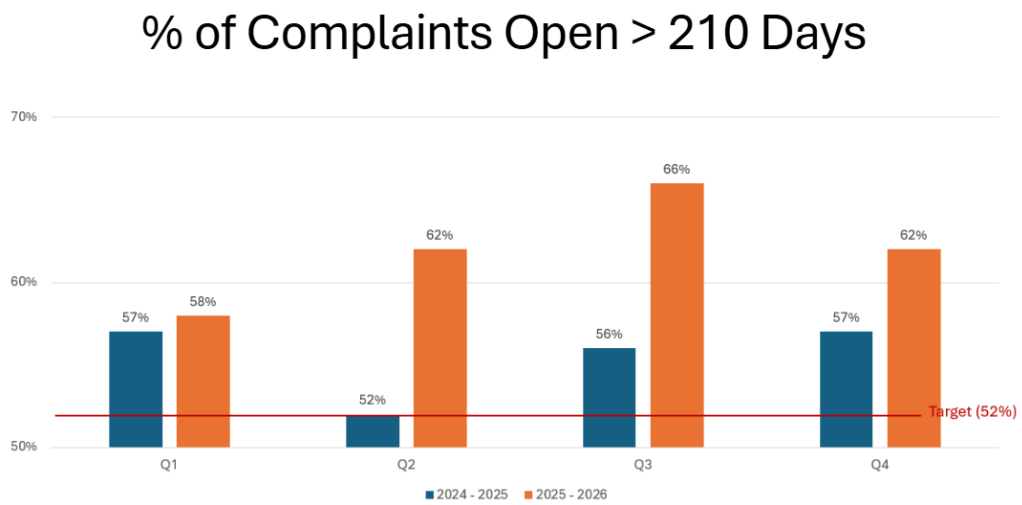
2. Complete 50 CPD audits within the fiscal year

There were 55 CPD audits initiated and completed this fiscal year, surpassing the KPI of 50. There were no audits initiated that carried over into the next fiscal year.



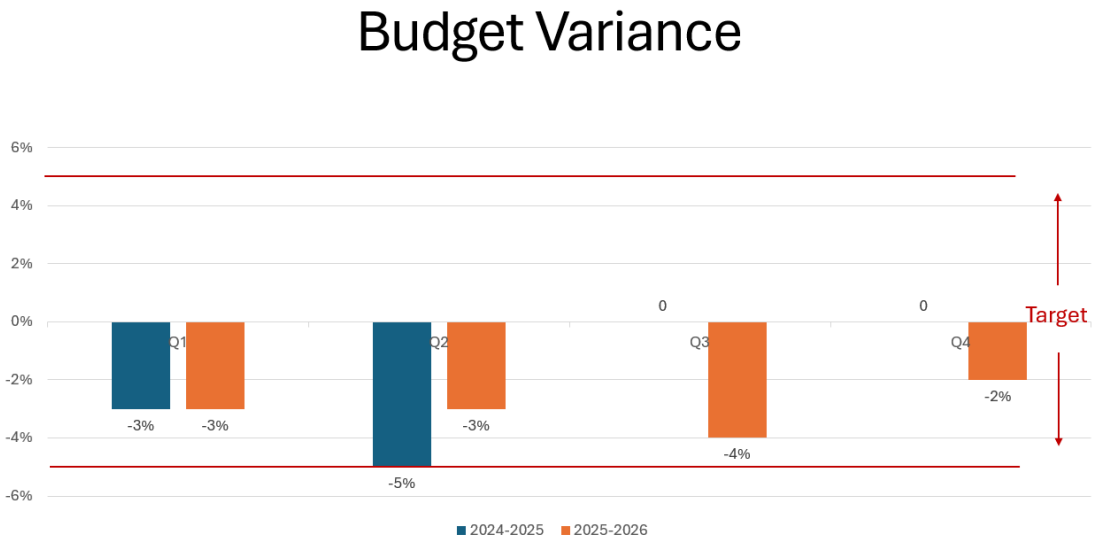
3. Reduce the number of complaint cases open over 210 days by 5%

The percentage of complaints open > 210 days has decreased by 4% since last quarter but is 10% above target. There were 40 new complaints received in Q4. Investigation totals can be found in the annual report.



4. The variance to budget at annual audit is 5% or less

The variance to budget was -2% for the annual audit, meeting the KPI for the 2025/2026 fiscal year. Most areas except for administration (+3% due to salaries and wages) came in either on or under budget. The largest variances were underspends in the areas of Quality Assurance (-72%), Client Relations (-66%) and Governance (-42%). Additional information regarding the variances may be found in the Finance Variance Report.



RISK

The proportion of complaint cases > 210 days has decreased from last quarter but remains higher than last fiscal year. Extended complaint timelines may present a reputational risk to the College as complainants and registrants may feel dissatisfied with unresolved matters. There is also a risk of poor client care, if a concerning issue goes unresolved for an extended period before the College intervenes.

NEXT STEPS

The KPIs will continue to be reported to the Executive Committee and to the Board on a quarterly basis.

Metrics will continue to be monitored to inform continuous improvement efforts, such as process changes and human resource support.

CONTACT FOR QUESTIONS

Jennifer Kitchen
Director, Professional Affairs

COLLEGE OF
PSYCHOLOGISTS AND
BEHAVIOUR ANALYSTS
OF ONTARIO

APPENDIX A

2026.03

SEPTEMBER 2026 BOARD MEETING

ANNUAL REPORTS

- Inquiries, Complaints and Reports Committee (ICRC) – Annual Report
- Discipline Committee – Annual Report
- Governance and Nominations Committee (GNC) – Annual Report

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

BOARD REPORT

2026.03.02D

ANNUAL REPORT 2025-2026

INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

COMMITTEE MEMBERS:

Allyson Harrison, Chair	Professional Member
Scott Warnock, Vice-Chair	Public Board Director
Basma Alkatranji	Professional Member
Indira Bains	Public Board Director (to January 30, 2026)
Marie-Sjaan Berends-Booth	Professional Member
Kirsten Barr	Professional Member
John Capobianco	Public Board Director
Mary Susan Crawford	Professional Member
Allison Eades	Professional Member
Oliver Foese	Professional Member
David Gold	Professional Member
Jacob Kaiserman	Board Director
Mehakpreet Mahey	Professional Member
Denise Milovan	Professional Member
Nadia Mocan	Public Board Director
Ken Moreau	Public Board Director
Kay Narula	Professional Director
Olivia Ng	Board Director
Jasmine Peterson	Professional Member
Naomi Sankar-DeLeeuw	Professional Member
Simmi Santha	Professional Member
Krystal Street	Professional Member
Mark Watson	Professional Member
Crystal Willett	Professional Member
Christie Yao	Professional Member
Leah Zalan	Professional Member

INTRODUCTION

The Inquiries, Complaints and Reports Committee (ICRC) is responsible for investigating matters regarding members' conduct and competence. It is also responsible for inquiries into whether a member may be incapacitated. As required by law, every matter is considered by a panel of the ICRC. A panel is composed of one public and two professional members. Public members are appointed to the College by the Lieutenant Governor in Council.

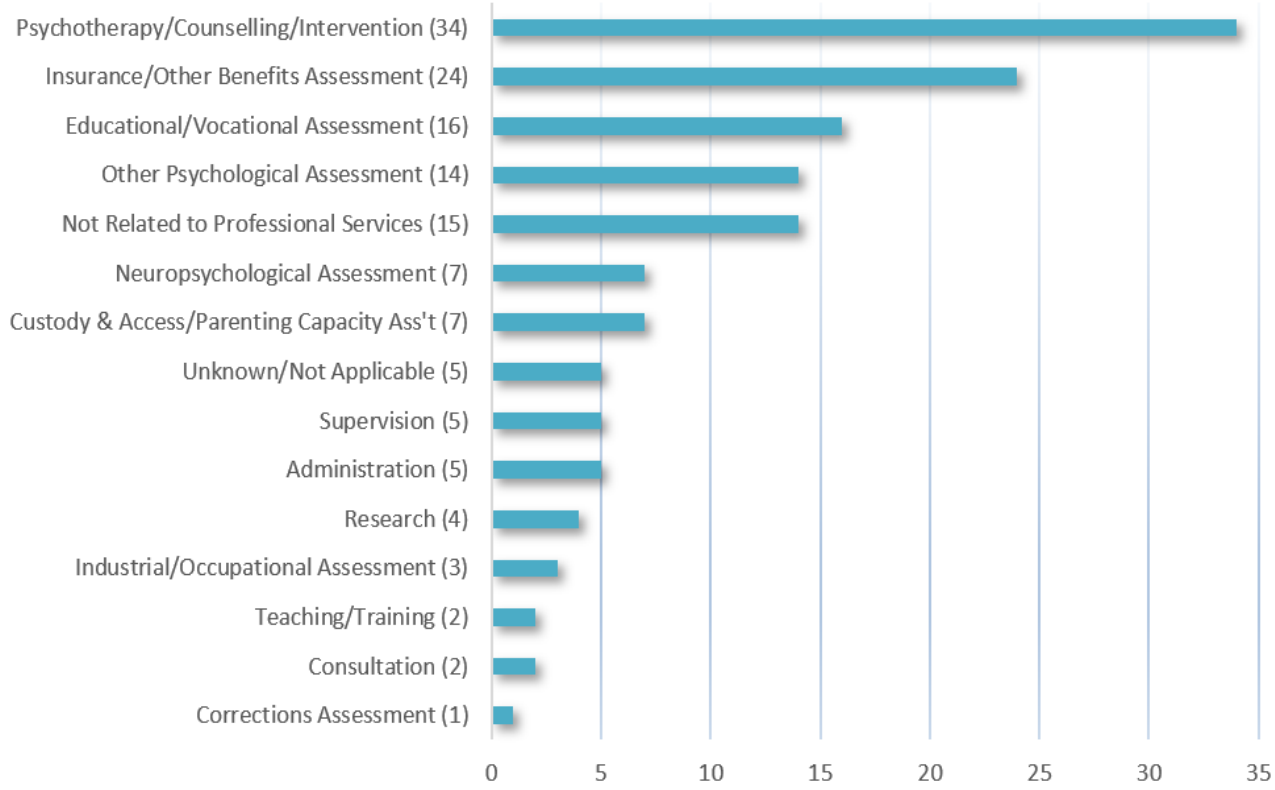
A panel decides how to proceed after considering all the relevant information. This can range from taking no further action to referring the matter to the Discipline Committee. In some cases, the panel may decide that remediation is appropriate, which can include advice or a program of continuing education. Every decision includes reasons, except if the decision is to refer the matter to the Fitness to Practice or Discipline Committees.

A party to a complaint may request that the Health Professions Appeal and Review Board (HPARB) review an ICRC decision. HPARB will consider whether the ICRC's investigation was adequate and its decision reasonable.

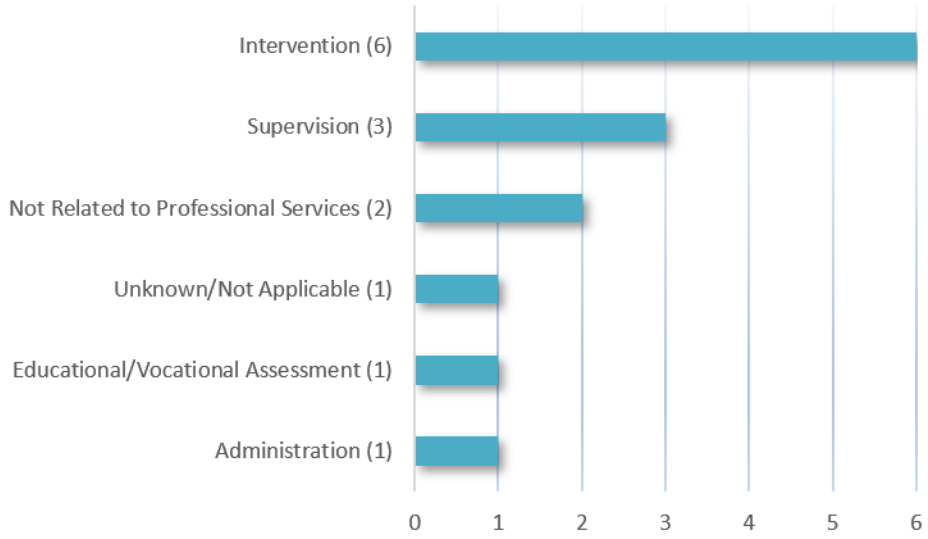
NEW MATTERS

During the 2025-2026 fiscal year the College received 144 psychology complaints and 14 ABA complaints. The College also initiated two Registrar's Investigations related to psychology registrants. There was a total of 158 new matters overall. These matters related to the following areas of practice, for the respective regulated professions.

Psychology Matters (144):



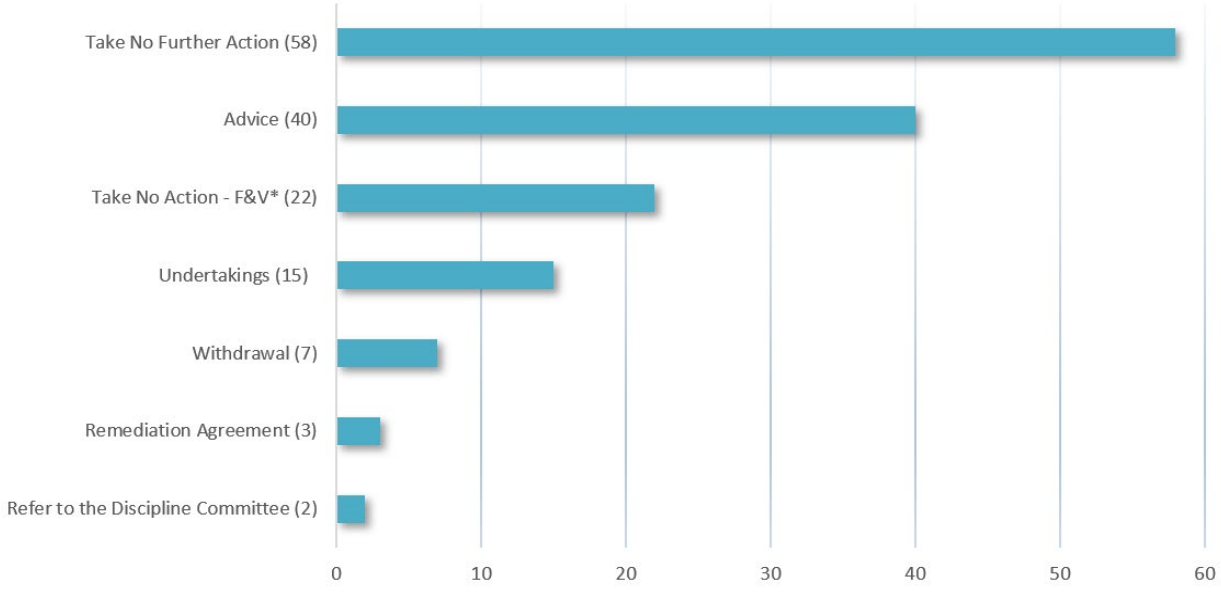
ABA Matters (23):



DISPOSITIONS

The ICRC disposed of 147 psychology matters and 11 ABA matters in the 2025-2026 fiscal year. While multiple dispositions may be reached in any given case, the most serious disposition for each case is represented by profession, below.

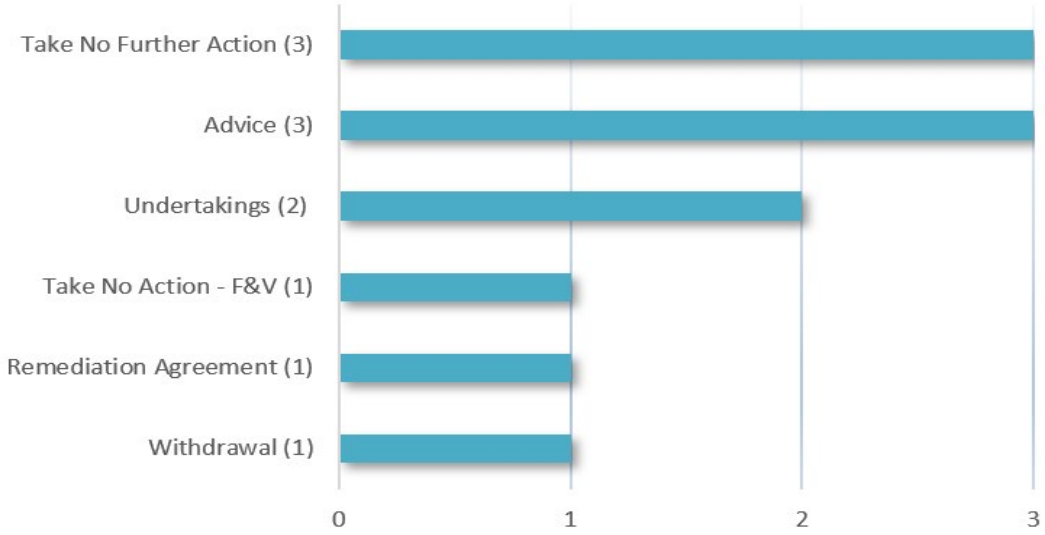
Psychology Matters:



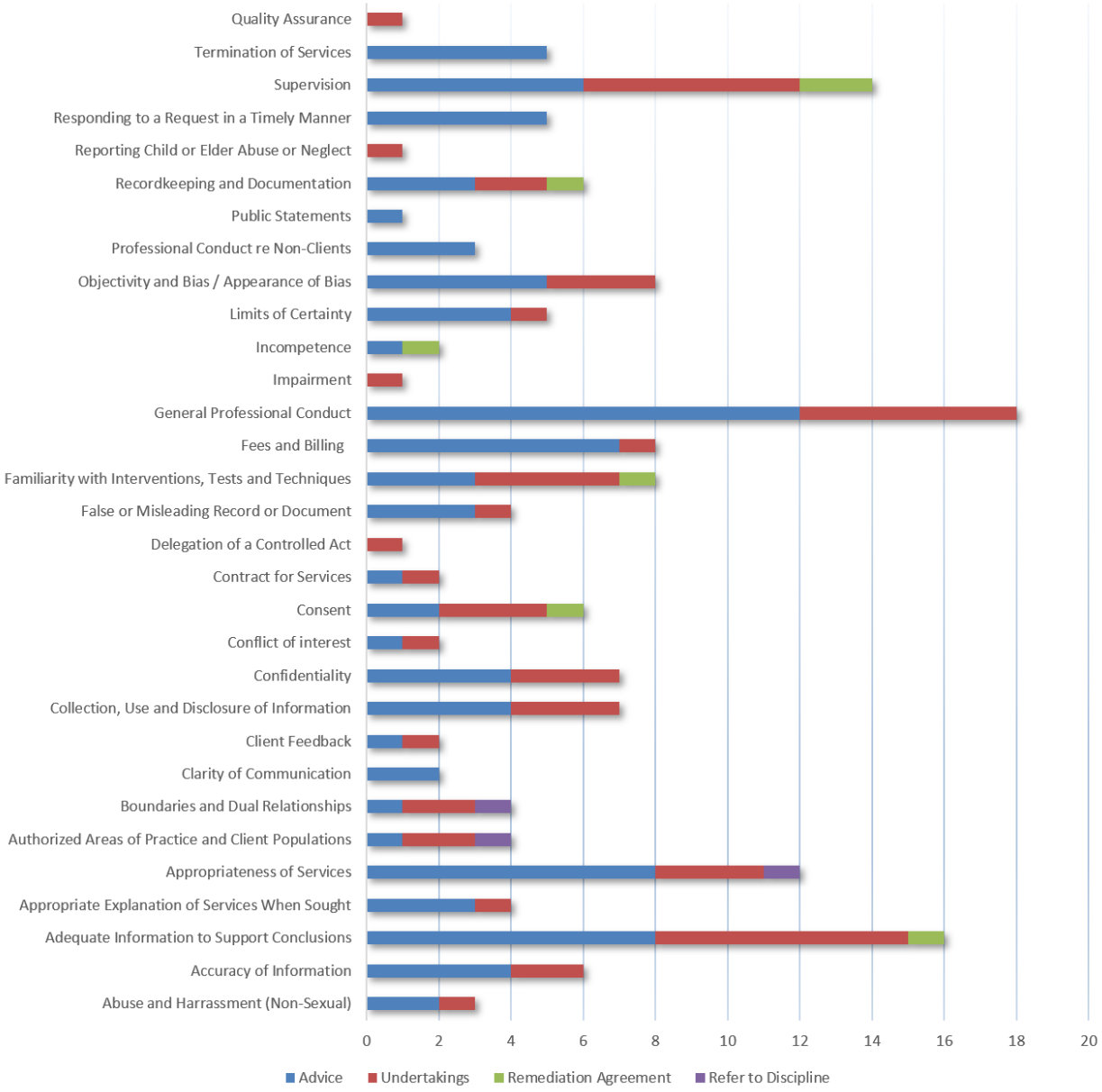
†F&V: Frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process, pursuant to ss.26(4) and (5) of the Health Professions Procedural Code.

*SCERP: Specified Continuing Education or Remedial Program

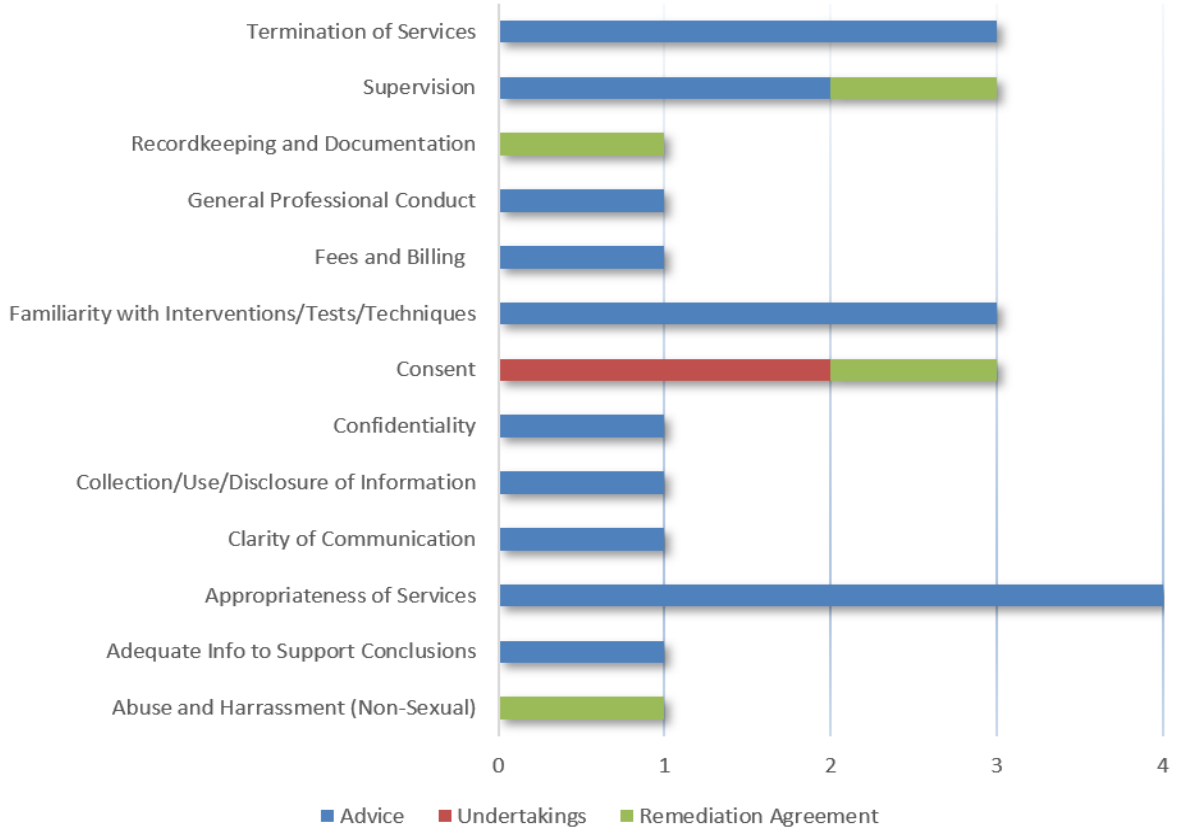
ABA Matters:



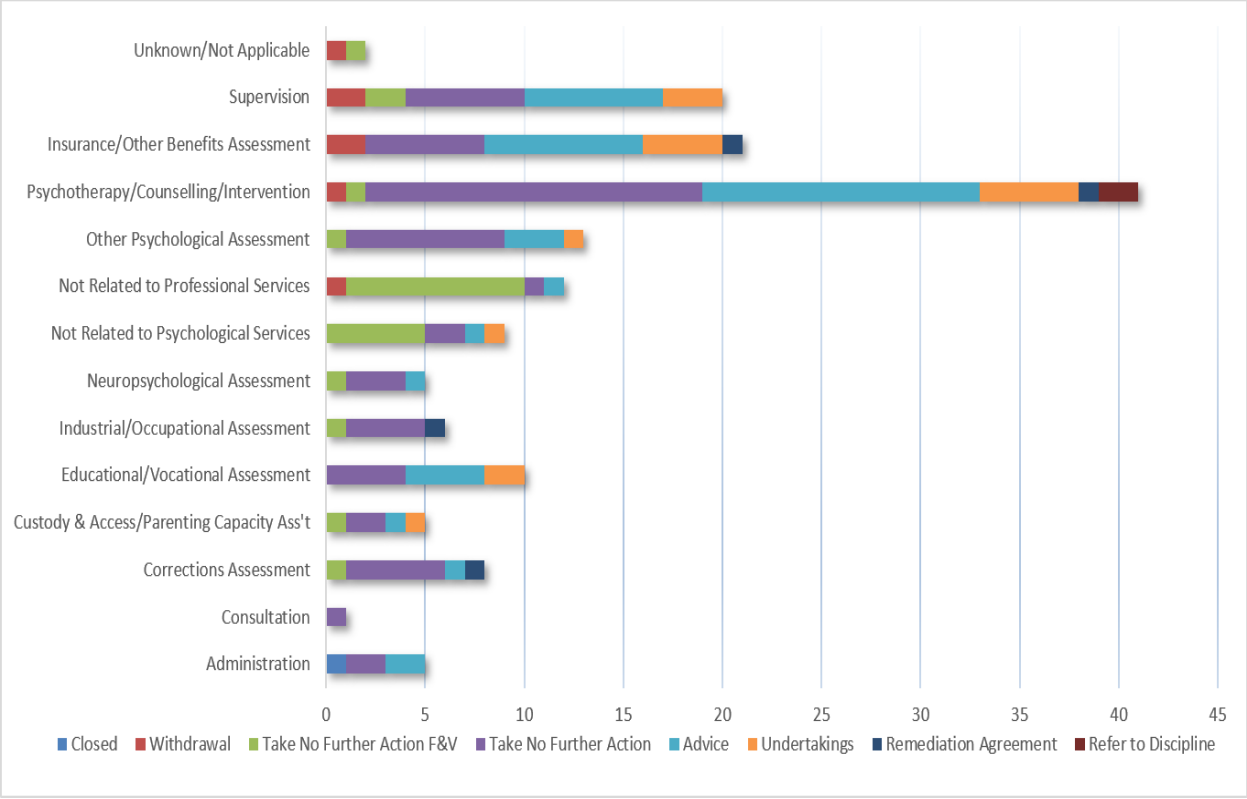
The disposition of the 147 psychology matters cases involved the consideration of 574 allegations, as many complaints involve multiple allegations. The ICRC took action with respect to 168 (29%) of these allegations.



The disposition of the 11 ABA matters involved the consideration of 54 allegations. The ICRC took action with respect to 24 (44%) of these allegations.



The dispositions by nature of service, for all 158 psychology and ABA matters, is as follows:



HEALTH PROFESSIONS APPEAL AND REVIEW BOARD (HPARB)

There were 20 requests by complainants and/or members for HPARB reviews of psychology decisions, and 3 requests for review of ABA decisions, in the 2025-2026 fiscal year.

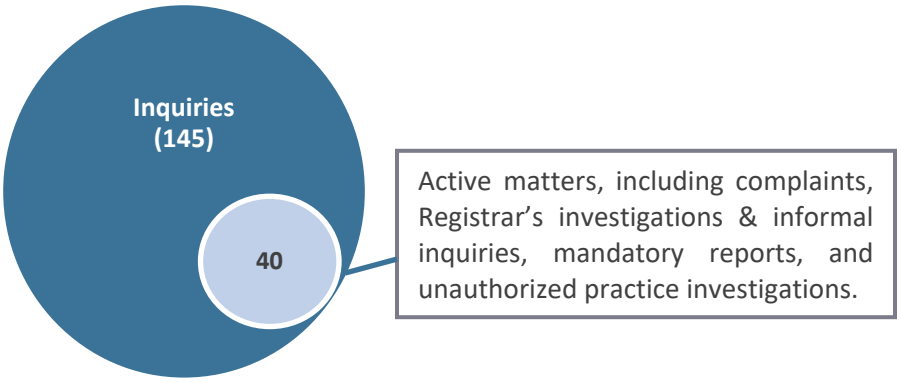
HPARB issued 8 decisions in psychology matter reviews, including those for reviews requested in previous years. Two ICRC decisions were confirmed, and six matters were closed with HPARB providing notice that it would not proceed.

There were no decisions issued regarding ABA matter reviews.

INQUIRIES

Investigations and resolutions staff fielded 145 general inquiries by telephone and email in the 2024-2025 fiscal year. These inquiries included questions about professional conduct and how to submit a complaint or report, issues regarding access to information, and information regarding people who may be inappropriately holding themselves out as authorized to practice psychology in Ontario. The inquiries were distributed throughout the year as follows:

Of the 228 inquiries received, 44 (19%), became some kind of investigation in the same fiscal year. An additional 28 current matters are related to inquiries made in previous fiscal years.



During the 2025-2026 fiscal year the Registrar initiated inquiries into 75 new matters. These include matters referred to the Registrar for further inquiry by the ICRC, as well as reports made to the College.

In making inquiries, the Registrar can consider whether there are reasonable and probable grounds to believe that a member has committed an act of professional misconduct or is incompetent. If so, the Registrar may appoint an Investigator to investigate the matter on a formal basis. Two of these inquiries became formal Registrar's Investigations in the 2025-2026 fiscal year.

The Registrar also closed 50 inquiries in the 2025-2026 fiscal year without appointing an Investigator. The Registrar may close an inquiry if further investigation is unnecessary. For example, the College may receive a mandatory report about a matter that is under investigation through the complaints process. In such a case, the mandatory report matter may be closed. In closing inquiries, the Registrar may also provide the member with some guidance.

UNAUTHORIZED PRACTICE INVESTIGATIONS

Investigation staff also investigate non-members who may be holding themselves out as Psychologists or Psychological Associates or inappropriately using the titles “Psychologist” or “Doctor.” The College also investigates unauthorized performance of controlled acts, including the communication of a diagnosis.

In the 2025-2026 fiscal year, the College opened 53 and closed 16 Unauthorized Practice cases.

BOARD REPORT

2026.03.02D

ANNUAL REPORT 2025-2026

DISCIPLINE COMMITTEE

COMMITTEE MEMBERS

Janice Currie, College Member, Chair
Lyzon Babchishin, College Member
Indira Bains, Public Member (as of Jan 16, 2025)
Peter Bieling, Council Member
Deirdre Boyle, College Member
Allison Eades, College Member
Lynette Eulette, College Member
Robert Gauthier, College Member
David Gold, College Member
Pascale Gonthier, Public Member
Michael Grand, College Member
Anthony Hopley, College Member
Jacob Kaiserman, Council Member
Mary Kalantzis, Public Member
David Kurzman, Council Member
Conrad Leung, Council Member
Marissa Leuzzi, College Member
Maggie Mamen, Member
Michael Minden, College Member
Nadia Mocan, Public Member
Ken Moreau, Public Member (as of Aug 29, 2024)
Kay Narula, Council Member
Ian Nicholson, Council Member
Olivia Ng, Council Member
Fred Schmidt, Council Member
Robert Smith, College Member
Paul Stopciati, Public Member
Maggie Toplak, Council Member
Wanda Towers, Council Member
Kendra Thomson, Council Member
Esther Vlessing, Public Member
Scott Warnock, Public Member
Rachel Wayne, Council Member
Glenn Webster, Council Member
Pamela Wilansky, College Member

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

INTRODUCTION

The Discipline Committee conducts Hearings into allegations of professional misconduct and incompetence, referred by the Inquiries, Complaints and Reports Committee. The Committee is also responsible for holding Hearings of applications for the reinstatement of a Certificate of Registration which had been revoked as a result of a disciplinary proceeding.

PRE-HEARINGS

Six Pre-hearings took place during the 2025-2026 fiscal year:

1. **Mr. Christopher Heap**: https://members.cpo.on.ca/public_register/show/2873, on August 6, 2025.
2. **Dr. Ronald Frey**: https://members.cpbao.ca/public_register/show/19100, on September 9, 2025.
3. **Dr. Kenneth Zucker**: https://members.cpbao.ca/public_register/show/1666, on October 9, 2025.
4. **Ms. Christine Vestervelt**: https://members.cpbao.ca/public_register/show/25462, on December 22, 2025.
5. **Dr. Gina Madrigrano**: https://members.cpbao.ca/public_register/show/20052, on March 11, 2026.
6. **Dr. Philip Classen**: https://members.cpbao.ca/public_register/show/20213, on April 23, 2026.

HEARINGS

Five Hearings took place during the 2025-2026 fiscal year, including one motion hearing:

1. **Ms. Tatiana Zdyb (3 matters): https://members.cpo.on.ca/public_register/show/21649**

   The hearing for all three matters was held on July 30, 2025.

2. **Mr. Eldon Bossin: https://members.cpo.on.ca/public_register/show/21448**

   The hearing was held on December 3, 2025.

3. **Dr. Philip Classen: https://members.cpbao.ca/public_register/show/20213**

   A Motion Hearing was held on January 5, 2026.

4. **Mr. Christopher Heap (3 matters): https://members.cpo.on.ca/public_register/show/2873**

   The hearing for all three matters was held on January 9, 2026.

5. **Dr. Kenneth Zucker: https://members.cpbao.ca/public_register/show/1666**

   The hearing was held on February 2, 2026.

REFERRALS

Two matters were referred to the Discipline Committee in the 2025-2026 fiscal year:

1. **Dr. Marie-Sylvie Roy: https://members.cpbao.ca/public_register/show/2289**

A referral was made to the Discipline Committee on November 14, 2025. This matter is currently at the Pre-Hearing Conference stage.

2. **Dr. Tracy Abarbanel: https://members.cpbao.ca/public_register/show/21196**

A referral was made to the Discipline Committee on November 21, 2025. The matter was heard on August 27, 2026.

COLLEGE OF PSYCHOLOGISTS AND BEHAVIOUR ANALYSTS OF ONTARIO

REPORT TO BOARD

2026.03.02D

ANNUAL REPORT 2025-2026

GOVERNANCE AND NOMINATIONS COMMITTEE

COMMITTEE MEMBERS

Peter Bieling, Chair (until March 2026)	Board Director
Scott Warnock, Chair (from March 2026)	Public Board Director
Conrad Leung	Board Director
Fred Schmidt	Board Director
Ken Moreau	Public Board Director

INTRODUCTION

The Governance and Nominations Committee of the College of Psychologists and Behaviour Analysts of Ontario assists the Board in matters relating to governance, Board composition, elections and appointments. The Governance and Nominations Committee was constituted in September 2025 and held three (3) meetings in 2025-2026.

ACTIVITIES

The Governance and Nominations Committee:

• Reviewed and recommended the Board and Committees Competency and Suitability Profile for approval, to support Board elections, appointments and ongoing Board development.

• Reviewed the 2026 Board elections process, including the Board composition and candidate applications and selected a shortlist of candidates to proceed in the election process.

• Reviewed and discussed the results and opportunities arising from the 2026 Board elections.

• Considered the hiring of a third-party consultant to assess Board effectiveness and received updates on the assessment.

• Reviewed and recommended academic appointments to the Board, including the re-appointment of Dr. Maggie Toplak and appointment of Dr. Kieva Hranchuk.

• Reviewed expressions of interest and recommended the 2026-2027 Committee appointments to the Executive Committee for consideration.

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