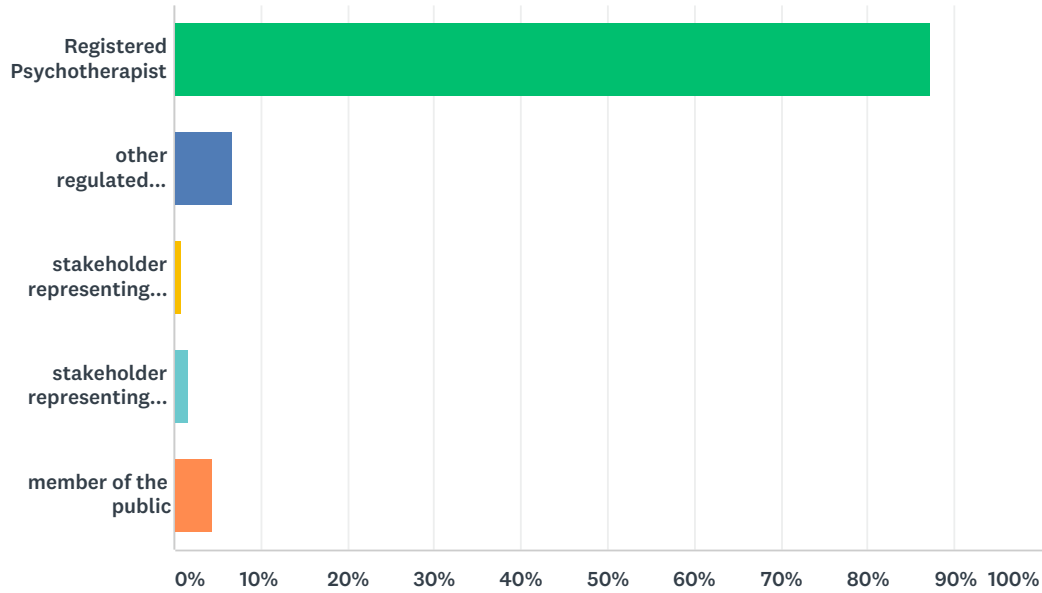


Q1 Are you a:

Answered: 339 Skipped: 0



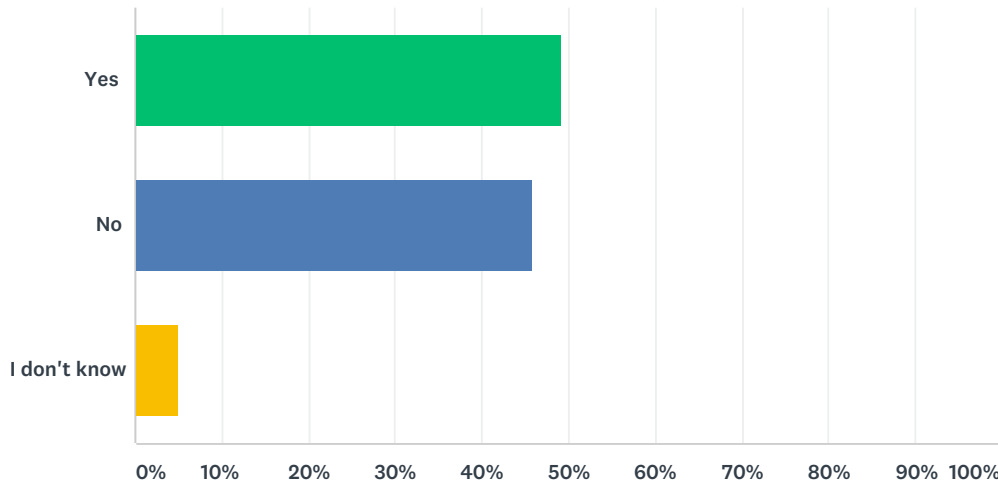
ANSWER CHOICES	RESPONSES
Registered Psychotherapist	87.32% 296
other regulated professional	6.78% 23
stakeholder representing a professional organization	0.88% 3
stakeholder representing a service-providing organization	1.77% 6
member of the public	4.42% 15
Total Respondents: 339	

#	OTHER (PLEASE SPECIFY):	DATE
1	Canadian Certified Counsellor	9/26/2019 9:56 PM
2	AATR-BC, OATR	9/23/2019 4:38 PM
3	student of social work	9/23/2019 6:36 AM
4	Student therapist (applying to CRPO soon)	9/23/2019 6:20 AM
5	RP student	9/20/2019 5:55 AM
6	Applying to be a registered psychotherapist	9/19/2019 10:56 AM
7	Qualifying psychotherapistr	9/18/2019 5:51 PM
8	Therapist Intern	9/18/2019 2:02 PM
9	I am in the process of becoming a Registered Psychotherapist (Qualifying).	9/18/2019 1:33 PM
10	Expressive Arts Therapist	9/18/2019 11:56 AM
11	Social Worker	9/18/2019 9:52 AM
12	working toward becoming a CRPO	9/18/2019 8:00 AM
13	Psychotherapist under supervision	9/17/2019 9:16 PM

14	Registered Midwife	9/16/2019 5:15 PM
15	Registered Nurse	9/16/2019 12:39 PM
16	Health professional and studying to be a registered psychotherapist	9/16/2019 3:49 AM
17	Registered Psychotherapist (Qualifyingg	9/15/2019 2:56 PM
18	RPQ	9/6/2019 4:35 PM
19	Registered Marriage and Family Therapist	8/9/2019 8:20 AM
20	RP- Qualifying	8/9/2019 7:49 AM
21	RP - inactive	8/9/2019 7:06 AM
22	Registered Psychotherapist (Qualifying)	8/9/2019 6:39 AM

Q2 Did you have to complete a police record check in being hired for any current paid employment or other position you occupy as a Registered Psychotherapist?

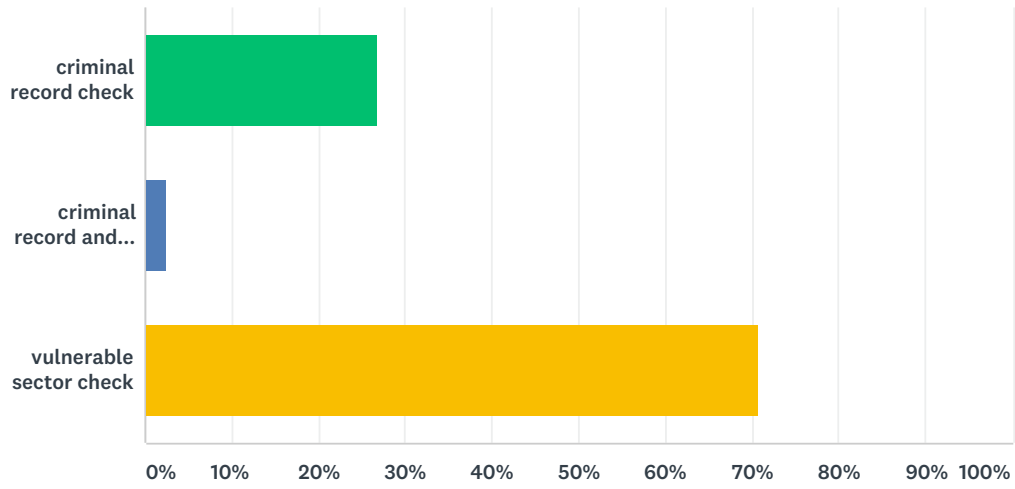
Answered: 338 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	49.11%	166
No	45.86%	155
I don't know	5.03%	17
TOTAL		338

Q3 If yes, was it:

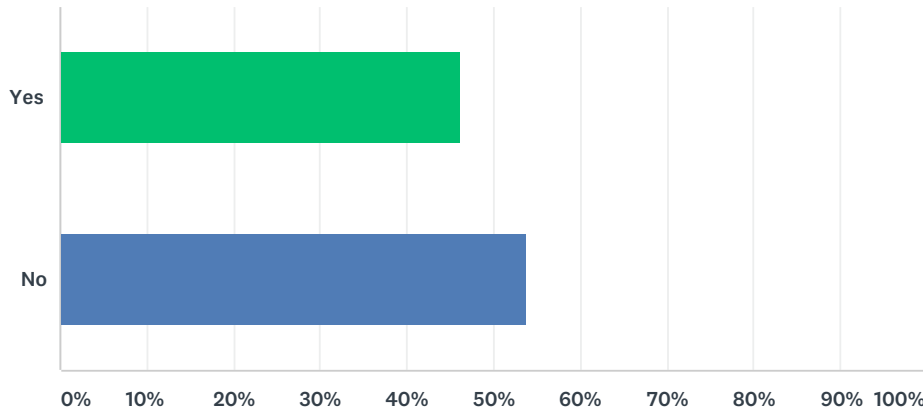
Answered: 164 Skipped: 175



ANSWER CHOICES	RESPONSES	
criminal record check	26.83%	44
criminal record and judicial matters check	2.44%	4
vulnerable sector check	70.73%	116
TOTAL		164

Q4 Do you have to submit an updated police record check periodically, e.g. every two or five years?

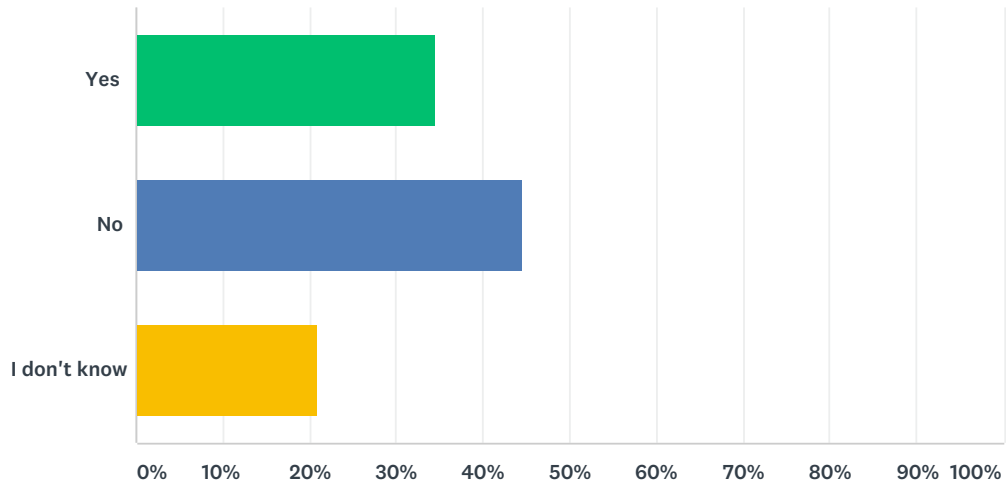
Answered: 160 Skipped: 179



ANSWER CHOICES	RESPONSES	
Yes	46.25%	74
No	53.75%	86
TOTAL		160

Q5 Do you support the proposed by-law amendments?

Answered: 325 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes	34.46%	112
No	44.62%	145
I don't know	20.92%	68
TOTAL		325

Q6 Please provide your comments here (optional):

Answered: 164 Skipped: 175

#	RESPONSES	DATE
1	From what I have seen, information you provided about police checks being required does not specify the type or types of check, or the length of time such information will remain on your site when a member's offence is no longer on the police record, as with a speeding ticket after three years.	10/2/2019 7:59 PM
2	Is the most important for me a full commitment to correctness and professionalism. Be transparent if you have nothing to hide [REDACTED]	10/2/2019 1:35 PM
3	I support the initiative of having a police records check however I have some concerns as well. Do you have a policy in place relating to the use and dissemination of the information collected? How often will police checks be required to be done? Would the college share information about a member's past criminal conviction if it is unrelated to the practice of psychotherapy? Is this a Vulnerable sector screen records check? How will this policy affect me as I am a registered member? Is the college going to allow for additional feedback from members of the college before this is implemented? thank you for allowing and considering comments of this matter.	10/2/2019 1:25 PM
4	Greater process-related details are required prior to the implementation of this proposal (e.g., whether any fee for removal will be charged, what paperwork and supporting documentation will be required for removing this information from the registrant's public profile, how long will the removal take). Secondly, while mandatory police checks ensure 100% of applicants are assessed for past convictions, frivolous infractions that do not affect the member's ability to practice psychotherapy will present possible impacts for clinicians who practice in small communities in both rural and urban settings. At the current time, an applicant might decide not to disclose what they consider as frivolous - but do so at their own risk knowing that their membership might be terminated and re-entry into the College restricted if their omission is discovered (a serious threat that has significant implications). The current process allows for a balance while leaving the applicant with responsibility if they decide to omit information. Third, the assumption that police checks will catch serious offenders is misleading - as a mental health professional, I know that some of the perpetrators are never reported. As such, if the issue is about protecting the public, policies that aim to minimize the potential of harm of patients by members in practice rather than policies that restrict membership or publicly shame past transgressions of members would be beneficial. Protecting the public at the expense of a member's reputation is dangerous. The main misgiving is publishing the information - this has serious consequences for members.	10/2/2019 11:07 AM

5	<p>While the RHPA's discriminatory amendment about colleges posting criminal records cannot be changed and the CRPO must comply with it, I believe it is the CRPO's ethical duty to do so in the most reflexive and resistive way possible in order to uphold its tenets of respect for dignity and diversity of all people, especially people with discrimination-based lived experience of the criminal "justice" system, including and especially those who are current or future RPs and those who are our clients. The CRPO's proposed response (i.e., both to mandate criminal records checks but more importantly its absence of policy that accounts for the registrar's discretionary process in determining when and when not to post a member's criminal record) an issue of discrimination and sends a message that RPs with lived experiences of the criminal justice system are unworthy of the profession. While the CRPO regrettably must comply with the RHPA's new discriminatory legislation, the CRPO can do so in the manner that most reflexively interprets and resists the the discriminatory nature of this legislation. McKenna (2019) explains the discretionary nature of the new RHPA legislation regarding the posting of criminal records: "The registrar has discretion under the Code to refuse to post information in certain circumstances. In order to exercise that discretion, the Code sets out a statutory precondition that the registrar must form 'reasonable grounds to believe' that either: (i) the disclosure of information may jeopardize the safety of an individual; or (ii) the information is obsolete and no longer relevant to the member's suitability to practise. This raises the issue, then, of what 'reasonable grounds' means in this context" (p. 3). Therefore regarding the registrar's discernment of the relevance of a given criminal record to the pertaining member's suitability to practice, I urge the CRPO to create policies requiring the registrar's discernment process to occur within the accountability of several checks and balances that protect against discrimination. I believe this policy should grant the member in question utmost opportunity to be defended in their case against the public posting of their criminal record (e.g., a panel members of the the member-in-question's choosing may appeal to the registrar in the member's defence, a panel may be create to advise the registrar on this case and a panel may be created to meet alongside the registrar with the member-in-question who may defend their case). I appreciate how seriously the CRPO has taken feedback around previous proposals, and I'm so grateful for your consideration here. I would also be pleased for you to contact me to discuss this further.</p>	10/2/2019 10:48 AM
<p>[REDACTED]</p>		
<p>https://www.weirfoulds.com/pdf-article?id=11839</p>		
6	<p>I feel that asking for self disclosure at renewal is a fair option as well as on initial registration</p>	10/2/2019 9:34 AM
7	<p>I think this is absolutely crucial for people working with vulnerable populations and it is suspect that anyone would have an issue with it.</p>	9/30/2019 7:58 AM
8	<p>I want CRPO to revise the policy so that it is careful to not post in the public record background check info unless it directly effects the members ability to practice psychotherapy. I'd like to see effort to help the public interpret the information posted about our members as it pertains to best practices e.g. if the background info is irrelevant to the RP's practice that it not be posted publically.</p>	9/27/2019 12:31 PM
9	<p>People who are trans, genderqueer and LGBTQ2S+, as well or in addition to being a person of colour have received unjust and oppressive treatment by the police force which may involve arrest. In addition, folks who have a history of being arrested under the mental health act, are also to be considered to be negatively impacted by a police record check. These arrest often occur around police profiling, racism, oppression and discrimination and undue violence. As a result, people have a record and are discriminated against because of this. Many of these same people, with lived experience, and wrongful arrest and or subsequent healing are again discriminated against by being subjected to criminal record checks for their profession. This is unjust. Arrest does not always equate to being unfit to provide ethical, professional support as a psychotherapist or counsellor! Especially when a criminal record has occurred because of discrimination and violence perpetrated by the police force. Please consider this reality before making it mandatory that a RPO has a 'clean' record. Many folks who have lived experience, alongside education and professional experience are in a much stronger position to provide effective and meaningful support.</p>	9/26/2019 5:26 PM
10	<p>It's important that the College be fair and try to become aware of the implications of its proposed actions. Ticking a perceived safety box can be tempting in a bureaucracy but it is not the same as providing excellent services to the public. Please show your goodwill, professionalism and ability to listen by paying attention to the points in this letter. Thank-you.</p>	9/26/2019 11:27 AM

11	I agree that enforcing mandatory police checks perpetuates the marginalization of racialized people and other groups who are targeted by police, including LGBTQ2S+ people, people who use drugs, disabled people, and people with lived experience of sex work, poverty or street involvement. And also believe that mandating police checks goes against the tenets of the CRPO's (2011) Code of Ethics.	9/26/2019 7:19 AM
12	It isn't nuanced enough and can limit the diversity of who is allowed to offer psychotherapy in Ontario. Marginalized populations may have had more police interactions. I also think it's very important for the college to recognize that people can grow and change (or else why are we even a profession?) and that this should be reflected in CRPO policies.	9/25/2019 6:01 PM
13	I did provide a police check to employers by choice and do not agree it should be forced. It should be voluntary to CRPO and forced by an employer if that is their protocol	9/24/2019 9:28 AM
14	Police record checks are unreliable and discriminatory	9/23/2019 4:39 PM
15	I support a one-time police check with annual self-disclosure. I do not support having to take the time or money to do it annually. Other regulated professions (e.g. teachers) do self-disclosure annually as well.	9/23/2019 12:30 PM
16	I agree with having to have a Vulnerable Sector Check if you are working with children and youth as is my case. But I am sensitive to the situation raised by advocates for LGBTQ members of CRPO so I think it should just be for those working with children (Vulnerable Sector Screening).	9/23/2019 10:23 AM
17	Obtaining this documentation through the police department is timely and costly. It slows down processes and swamps the police department with unnecessary requests.	9/23/2019 5:59 AM
18	Often police record checks act as a barrier to the most marginalized communities who would like to practice as psychotherapists, and who are most needed for providing services to their own or other marginalized communities. This is because police surveillance disproportionately targets Indigenous, Black, and Brown people.	9/22/2019 12:36 PM
19	I'm very concerned about this as marginalized communities are far more likely to be targeted by police. Police checks feel likely to create further barriers in including professionals who could bring lived experiences of marginalization to their work. The CRPO membership already falls short of reflecting the diversity of the communities we work with. Additionally, as an open letter to the CRPO states: "Lived experiences of marginalization, including past involvement in the criminal justice system can greatly enrich work with clients, including strengthening the therapeutic alliance. RPs with these experiences also bring valuable knowledge and perspectives to the profession. As providers of mental health care, we believe in the possibility for growth and change in our clients' lives. What kind of message does it send if we are widely excluding people from this profession based on their record of past offences?"	9/21/2019 6:30 PM
20	Absolutely for police checks. I think this should absolutely be in place when applying to be part of a college such as CRPO given that we are working with adults and potentially children of all kinds.	9/19/2019 10:58 AM
21	I originally said that I did support it but now I realize there are significant problems with it especially if a potential RP shows a record of some kind and is automatically declined registration. There are a lot of false accusations as well as biases towards members of marginalized communities that would need further investigation. There is an open letter going out that explains this more and I support the concerns which I am embarrassed to say I had not thought clearly about.	9/19/2019 7:07 AM
22	Privacy violation, discrimination, not applicable to work	9/19/2019 6:46 AM
23	Police records are not neutral or even necessarily factual information that can be benignly posted for a discerning public. What does it mean for a psychotherapist to have a police record? What is the record for? How did the psychotherapist come to have this record? How can we account for the disproportionate criminalization of people who are racialized, trans, poor, and survivors of abuse and trauma? What does it mean to not have a police record? And what does this public exposure of psychotherapists do to welcome clients to our support (including those who have been criminalized and those who likely will not but who are involved in crime all the same)?	9/19/2019 3:04 AM
24	Requiring a police record check could prevent qualified and competent people from being hired. It could lead to discriminatory and exclusionary practices.	9/18/2019 5:53 PM
25	Unnecessary. CRPO policies for applicants should suffice.	9/18/2019 4:38 PM
26	The proposed changes may bar certain members of marginalized communities who are at greater risk of having a criminal record for broader systemic issues.	9/18/2019 3:35 PM

27	I worry that requiring a criminal record check is discriminatory towards members of our profession who come from marginalized communities (for instance Black, Indigenous and POC communities, as well as LGBTQ2S+ communities). These groups have historically been and continue to be targeted by police and with this, oppressed by systems of power. In my experience being from a marginalized community can strengthen a therapist's work and ability to build a sound therapeutic alliance, as so many clients experience marginalization. I believe that it would be doing a disservice to our professional growth and the well-being of our clients to exclude people from practicing based on a criminal record.	9/18/2019 1:37 PM
28	Police checks have no impact on the level of care given to clients.	9/18/2019 12:52 PM
29	In question 1 you ask if I am an RP, then question 2 (and presumably 3 and 4) assumes I am an RP. Do you really want to hear from anyone else? If so, I can tell you I had a police background check before beginning a practicum during my training as an Expressive Arts Therapist. I am against posting information about previous police records because many marginalized people who later become psychotherapists (very often in order to help other marginalized people through difficulties they themselves have faced) have experienced racial targeting or harassment from the police for belonging to certain vulnerable groups (LGBTQ people, for instance). Police Record Checks can and will unfairly exclude or de-legitimize professionals for being members of marginalized groups, and we need more, not fewer, such people to work in the profession.	9/18/2019 12:07 PM
30	Too much trouble to have to do this for every renewal.	9/18/2019 9:22 AM
31	This is a costly and needless task that will increase backlog for police, and delay employment, pause people's placements, and otherwise inconvenience the people who need these services the most. It is also unnecessary discrimination against people who have made mistakes and are trying to recover and make a better life for themselves. Many populations are better served by former addicts and criminals. This increases their barrier to entry.	9/18/2019 9:08 AM
32	Serious concerns regarding discrimination and perpetuating marginalization of racialized and disenfranchised folks.	9/18/2019 8:36 AM
33	I want therapists and health care providers to have this done. My college required this as well as an annual sworn declaration!	9/18/2019 8:22 AM
34	Given that indigenous, black, gender, and sexual minority populations are unjustifiably targeted by police I do not feel this is an accurate or useful way to determine the public's safety and may prevent much-needed psychotherapists in the field. If the CRPO believes in the value of diversity within the field, using police record checks should not be used. I urge the CRPO to reconsider the ways in which it will ensure public safety and to consider the ways in which police checks will prevent valuable members from joining.	9/18/2019 8:03 AM
35	Police record checks are discriminatory by nature as they disproportionately negatively impact communities of colour and other marginalized communities who are targeted by the police.	9/18/2019 5:33 AM
36	This is systemically racist. I oppose mandatory police checks much less make them public!	9/18/2019 4:36 AM
37	I believe these amendments will be unduly discriminatory to potential psychotherapists from marginalized and targetted communities.	9/17/2019 7:07 PM
38	Initially, at the application stage, it is very appropriate for the College to demand a background check. To avoid undue costs, the College should be working with schools and large mental health employers to allow sharing of the check (or the check to be used by multiple organizations). Currently, part of my employment contract stipulates I must maintain a vulnerable sector screen that is satisfactory to the employer, and that I can be terminated with cause for failing to inform the employer of a record/charge or falsifying the annual offence declaration we must sign (which confirms whether or not we have records and/or current charges). Then, every other year, the employer requires a full check. I shouldn't have to do this twice - once for the employer and once for the college.	9/17/2019 10:53 AM
39	I signed on to the letter. I agree that the CRPO should withdraw the proposal and find more nuanced, less discriminatory ways to protect the public while being inclusive of marginalized members with prior police contact.	9/17/2019 7:30 AM
40	Please see open letter submitted -- Thank you!	9/17/2019 6:38 AM
41	I'm concerned that relying on police checks will replicate historical bias in policing (against racialized people, queer folks, etc); this profession needs more diversity, not less! I hope the CRPO can develop other, fairer means of ensuring the safety of clients/patients.	9/16/2019 8:10 PM

42	As a radicalized care provider in a service agency, I'm aware that the likelihood of experiencing criminal charges and convictions for an offence are directly tied to social location. If we want indigenous, black trans, poor and other oppressed people to be able to provide care to their communities, we require a more nuanced understanding of the problems with our criminal justice system.	9/16/2019 3:06 PM
43	Any profession that involves care of a vulnerable sector should have to have a Vulnerable Sectors Police check.	9/16/2019 12:40 PM
44	I am appalled that CRPO is even considering this as an option. Marginalized communities are disproportionately targeted by the police. Many practitioners who are racialized and/or 2SLGBTQ and/or grew up in poverty and/or had mental health issues will have had a disproportionate amount of encounters with the police in comparison to white, cisgender, middle and upper middle class people, and therefore will have a police record where someone white and cisgender will not (for the exact same encounter with the police). This proposed amendment will discourage practitioners from marginalized communities to come into the profession - something the mental health field sorely needs. I wish I had more time to go into all of the reasons why this is so profoundly wrong. Don't do it.	9/16/2019 9:51 AM
45	This proposal could adversely affect diverse professional practitioners who have rich life experiences that inform their current practice.	9/16/2019 9:33 AM
46	How will this protect the public? The likelihood is far greater that potential counsellors will face barriers in achieving their career goals with a concomitant loss of diversity in counselling approaches and frameworks, harming both providers and clients. Do not do this, it is overly and unnecessarily intrusive, proving no semblance of security but allowing militarized forces with no training in the profession to keep records on providers. This is a massive invasion of privacy with little-to-no benefit to safety or security of the public.	9/16/2019 9:00 AM
47	There is ample research that shows police checks are flawed in their accuracy and create significant barriers to employment for members of groups that are overly-targeted by police, including Black, Indigenous, and LGBTQ2S+ people (Hooper 2019; Maynard, 2017). Criminal record data is neither a neutral nor objective representation of one's criminality, and it is informed by the disproportionate criminalization of certain marginalized groups. I believe that mandating police checks goes against the tenets of the CRPO's (2011) Code of Ethics. The proposed regulation creates further barriers to welcoming and including RPs who bring lived experiences of marginalization to their work. Such barriers are an urgent problem as the current CRPO membership already falls short of reflecting the diversity of the communities we work with.	9/16/2019 8:31 AM
48	It could be labelled as discrimination	9/15/2019 4:47 PM
49	As a registered psychotherapist, I think it is entirely appropriate to make this a requirement in order to safeguard the public.	9/15/2019 4:46 PM
50	These proposed changes will provide an opportunity for discrimination and are a method of oversight which is unnecessary and invasive. I strongly oppose these changes	9/15/2019 4:41 PM
51	Just adds another few and onerous process. We already are required to self-disclose with threat of sanctions if make false statement. That is more than sufficient in my opinion. The process to register is already onerous and the fee for registering and renewing is excessive as it is.	9/15/2019 4:37 PM
52	I agree with the Open Letter Opposing Mandatory Police Checks for Registered Psychotherapists.	9/15/2019 4:02 PM
53	I believe police checks may be discriminatory, especially towards certain populations that have been historically targeted by the police.	9/15/2019 3:38 PM
54	I don't think it's particularly important or needed as employers themselves can request criminal checks upon hiring. It seems discriminatory and invasive to ask for this information as part of applications to the college.	9/15/2019 3:33 PM

55	My concerns are: (1) Vulnerable Sector Checks include mental health history information if there has been an apprehension under the mental health act. This is a breach of health privacy regulation, and unnecessary information to have to provide to any employer or regulatory body, and has been used against potential employees discriminatorily in many situations. (2) There could be historical convictions that are either irrelevant to professional standards, but that would still be posted or included in someone's public file. In an employer / agency environment, the Criminal Records Check and / or Vulnerable Sector check is only known by 1 or 2 people within an agency, and kept confidentially within the HR file. This would not be the case with the current transparency approach of the college. (3) Marginalized groups have been disproportionately negatively impacted by criminalization and police targeting. To gather this information and include it in any public form adds profoundly to the risk of further discrimination, and is unnecessary for protecting the public's safety. I would support CRPO requiring Criminal Record Checks IF - and ONLY IF - these records were not made public.	9/15/2019 3:12 PM
56	I am in opposition to the ammendments as I do not believe that a criminal records check is an effective way of ensuring/maintaining public safety.	9/15/2019 2:53 PM
57	Mandating police record checks makes me uneasy, given the long history of discrimination and oppression that many marginalized groups have experienced with police.	9/15/2019 1:39 PM
58	This seems excessive to me.	9/5/2019 4:12 PM
59	A police record check has not been required in the past for psychologists and social workers. I'm not aware of anything that has changed that would make it useful now. It will result in extra work and costs. A police check also reveals allegations that have not been proved in court. This is the sort of thing that our libel laws should be protecting us against.	9/5/2019 7:11 AM
60	I'm amenable to an initial police records check but do not think it should be an annual requirement for renewal.	8/27/2019 4:59 AM
61	I suggest requirements be the same as regulations for professions working with the public in a similar capacity as psychotherapists, such as, social workers, psychologists, psychiatrists and physicians.	8/21/2019 3:20 AM
62	I feel mixed on this topic. If you have nothing to hide the police check should not be an issue. More concerned that this comes with an extra expense. Is the check done one time or on a yearly basis? Status could change over time so one time check does not cover someone in the same job for many years. Perhaps regular checks need happen for those that have a proven misconduct and/or did not do the mandatory reporting that is requested by the college when there has been criminal charges and/or a conviction	8/19/2019 10:29 AM
63	Redundant	8/19/2019 8:25 AM
64	if the amendment for a police records check is only upon application, it will not verify anything after application. so it either needs to be resubmitted when an RP does thier QA bi-annually or an atestation.	8/19/2019 4:58 AM
65	My personal view is that a criminal record check should be the standard with any College that is accountable to the public. Furthermore, regular record checks, whether every 2 or every 5 years are good standard to maintain for any college regulated through the province of Ontario.	8/19/2019 4:15 AM
66	I have never heard of this kind of requirement before. A personal interview properly done is a great option to avoid an embarrassing Police check that implies an initial non trust actitud toward applicants. I'm surprised of this hidden non-trust action. Do we have really to distrust this way? Why don't interview the person in a deep & proper way? Do we need do not trust always as I feel de College is a not to trust organization? Sorry, as analyst I find it embarrassing to the College. This College starting point is: don't trust. You need to set tougher regulations because you do never trust. Kindly [REDACTED]. In 40 years of clinical practice is the very first time I hear this. Neve in USA, nor in Europe, nor in South America.	8/17/2019 1:39 PM
67	The only problem I see is the time receiving this document takes in my area. Also the additional cost. Otherwise I agree with that t!	8/17/2019 11:24 AM
68	I fully support protecting the public by disclosing the results of any criminal record and vulnerable sector checks	8/15/2019 2:47 PM
69	I think that a police check could be requested every fifth year as safeguard. The initial check would then be reconfirmed. R.P.'s should continue to self disclose in the interim.	8/15/2019 4:11 AM
70	In addition to the police check, I also had to complete a Vulnerable Persons Check	8/14/2019 4:52 AM

71	I think it is one additional safeguard that no one should mind	8/13/2019 3:58 PM
72	To go through police record checks involve time and fees. I have been a regulated professional for over 30 years, and did not require to do so. In renewal of membership annually, we need declare if we have been convicted of any criminal offence(s).	8/13/2019 7:33 AM
73	we require an attestation as well we look at the CRPO and other professional regulatory bodies twice a year to ensure our staff (my self) included are members in good standing and no issues or concerns have been brought against them	8/13/2019 7:00 AM
74	Unsure why this is being proposed when other very similar colleges, eg Psychologists and Social Workers do not require criminal record checks for entry to their professions.	8/13/2019 6:10 AM
75	There is a financial cost to the criminal record check, will this be taken into consideration wrt to dues and other costs?	8/13/2019 4:46 AM
76	Given that most employers of RPs require police checks, this would avoid duplication (having to do one for EACH employer) and thus make things more efficient. The specific information should NOT get posted publicly, but rather be reviewed by the College to determine whether someone is fit for current practice (a whole set of by-laws may need to be developed around what types of criminal charges in one's past (and how long ago) might make an applicant/registrant be deemed unfit for practice (or certain types of practices). That should be done BEFORE the police checks are required.	8/12/2019 2:52 PM
77	I had to provide both a criminal record and vulnerable persons check - the survey did not allow for this option. Also, I don't know what the CRPO proposed changes are so cannot respond to them. However, I don't think the CRPO should just do something because other agencies do it. It's a colossal pain to get these checks done and they only show that you haven't been CAUGHT doing any of the offences. They don't prove that you haven't done them, or that you won't do them.	8/12/2019 11:59 AM
78	I think there should be a way of using police checks for other organizations. I have found I have to repeat checks too often if I am involved with several organizations requiring checks. One should be able to use a recent one if it is within 5 years.	8/12/2019 10:12 AM
79	I agree with having an initial police check done then annually signing that there has been no legal activity. It is very time consuming to get a new police check yearly, but by signing that you have a clean record and maybe every 5 years doing a follow up check would be more appropriate	8/12/2019 9:28 AM
80	the current practice of checking after an applicant acknowledges a charge or conviction is adequate to our needs. The proposal adds a huge and expensive bureaucratic apparatus for a minor advance in 'public protection'.	8/12/2019 9:05 AM
81	All existing and newly Registered Psychotherapists should have a criminal record check. Those that are under the grandparenting program should definitely have a recent criminal record check.	8/12/2019 8:52 AM
82	I think it will be up to employers to request police record.	8/12/2019 8:26 AM
83	Hi - I suggest that 2 separate processes be in place for RPs through CRPO: - those in private practice who should have to provide a clean CPIC, etc, ongoingly as they don't really answer to anyone - those who work for government funded agencies who already have CPIC checks before hire, regular performance approvals, regulations/laws/policies and procedures to follow, honor system annually in regards to criminal/highway traffic act checks, etc, who already answer to different Ministries	8/12/2019 8:00 AM
84	Most student practicum sites require criminal record check including vulnerable sector search so applicants to the college in many cases likely have a criminal record check done within the previous 12-24 months.	8/12/2019 5:46 AM
85	I believe if a therapist is in a private practice then they should require a check otherwise a letter from the current employer validating the police check would be sufficient.	8/12/2019 5:16 AM
86	These requests for checks should be subsidized or be paid by the college. I have never had to pay for these checks. It is the requesters responsibility. The member attests to all information.	8/12/2019 3:00 AM
87	I believe we should have to renew the police record checks every 5 years at least.	8/11/2019 12:59 PM
88	I am an RP but hire RPs for my business and require them to provide a recent vulnerable sector check. I would support this being done during the CRPO application process. Great idea and adds to the credibility and safety of hiring RPs	8/11/2019 10:14 AM

89	I don't think RPs who are already registered should have to supply a criminal records check. New applicants should supply one criminal record check but I think it is too onerous to ask RPs to supply them on an ongoing basis. The self-report we all have to do should be adequate.	8/10/2019 9:44 AM
90	I would be fine with all RP's having to do a police check. Our populations, adults included, are often very vulnerable.	8/10/2019 6:00 AM
91	It is another cost for members to occur when there are any criminal charges or activities, members of regulated colleges must report it to their college. I belong to another college and we are not required to have any checks done. On annual renewal any criminal/legal issues must be reported or disclosed.	8/10/2019 5:04 AM
92	It would not hurt to have this process in place, and I would hope it would not be necessary. However better safe than sorry.	8/10/2019 3:07 AM
93	We went through rigorous checks upon our registration and therefore I feel it is within reason to not have to perform these checks every time we move through the renewal processes. I feel that becoming a registered professional, through the detailed checks and balances of the CRPO ensured that we also uphold our end of the oath. To assume that those "registered" are not holding up their end of the legal responsibility to report is upon themselves, and not to be generalized to the majority of the registered CRPO community.	8/9/2019 9:19 PM
94	I personally got a police check as part of my private practice. I feel it is necessary as I occasionally work with people under 18 years old.	8/9/2019 7:53 PM
95	I believe each applicant should be individual. I do not have a criminal record and am required to have a vulnerable sector done every six months, which I am satisfied with. However; I also went to school with some great people who applied to become registered both with the College of Psychotherapists as well as the College of Social workers and social Service Workers and they were denied due to a criminal record for something they did twenty years ago as young adults. I believe people can turn their lives around and holding something they did twenty years ago should have some more consideration taken. Sometimes the best workers are the ones who have been through some of the same things our clients may be experiencing.	8/9/2019 6:27 PM
96	I have to submit a signed statement every year that I do not have any new charges in my position. This should be enough.	8/9/2019 6:09 PM
97	Considering most work places already require it and the registration process is already very lengthy I don't think new registrants should have to submit one.	8/9/2019 5:14 PM
98	I think it's a good idea for a police check and vulnerable sector check, but not sure about the judicial matters check. I guess it would depend on the type of judicial matter.	8/9/2019 4:45 PM
99	It certainly has direct bearing on protection of the public. To be honest, we're aware from the Newspapers, of individuals who were in a position of trust to patients and clients, who were convicted of things like Domestic Violence, even Murder. Also, you have heard of doctors who abused their patients sexually and emotionally. Certainly, psychotherapists are similarly not immune to such criminal activity. Bottom line: Just because someone is a psychotherapist, doesn't mean that they wouldn't commit such actions. I'm aware of past behavior within Children's Aid group homes, as well. I think it's a very good idea. Safety First.	8/9/2019 4:02 PM
100	In the case that a criminal conviction was found, I would support further investigation around the circumstances of the criminal charge before withdrawing the practicing professionals registration with the college. This opinion excludes any criminal convictions relating to sexual abuse of a vulnerable person or child.	8/9/2019 3:36 PM
101	I think it is important to have regular vulnerable sector check for new applicants and for renewal. This is one of the ways to protect the public.	8/9/2019 12:59 PM
102	I believe new registrants and current registrants should be required to provide a police check. Better be safe than sorry! There are so many horror stories involving professionals, i.e. doctors, lawyers, nurses, psychologists, etc. A number of volunteer work places require a police check... why does a regulated profession not do the same... after all, we tend to work with vulnerable populations, right?!	8/9/2019 12:58 PM
103	Too many rules as it is - police checks do not guarantee a person will have untoward behavior unfortunately. There are extra fees involved when one has to do this as well.	8/9/2019 12:40 PM
104	My employment required criminal background check AND vulnerable sector check.	8/9/2019 10:53 AM

105	The survey did not allow me to select criminal police check and vulnerable sector check - both required by employer. Using the results of fingerprinting lawyers in California is not valid comparison for need in Ontario on so many levels including population difference - 2000 is small number in proportion to the general population of Calif. The membership cost and time to complete membership registration is so much higher than the comparable OCRSWSSW that this requirement just adds to the cost and time for members. This aside, the information a police check provides does assist in protecting vulnerable clients if only when relevant to the work of counselling and within a recent time-frame.	8/9/2019 9:46 AM
106	It cost a lot of money to have record checks and people should self disclose as part of being a regulated health care provider. Another thought is police system should alert the college when there is an infraction.	8/9/2019 9:25 AM
107	The proposed changes will negatively impact marginalized communities, because of the disproportionate criminalization of people if colour, LGBT, learning disabled, people living in poverty, as well as people who have been charged but those charges have been dropped, and people who have been charged with crimes that are no longer considered crimes, such as homosexuality- the official charge being 'Buggerey'. Posting member's charges does little to protect the public, and actually can endanger the public because it unequally and adversely impacts practitioners who belong to diverse communities. If practitioners who belong to diverse communities are framed as criminalized, their ability to support these very communities is threatened. We know that the field of psychotherapy is disproportionately white, middle class, able bodied, and neurotypical. This proposed change will only amplify this problem, thereby making the profession an unsafe field for marginalized clients to be able to access support from practitioners who reflect their identities and experiences.	8/9/2019 9:22 AM
108	If the committee has found self disclosure and appropriate police check based on the nature of the self disclosure, I would be inclined to support police checks for applicants. If it has not been a problem, then I would be inclined to leave it as is.	8/9/2019 8:55 AM
109	A police record is no guarantee of ethical behaviour. There are cases of youth that were not convicted for something but the record show only that they have been seen in the legal system. I can see this in work with a fragile population, but even then, there have been sexual abusers and domestic abusers that have not been reported. It is not necessary to pay the government more money and wait 6 months (in Toronto) to get a worthless document and jump another hoop for the college.	8/9/2019 8:49 AM
110	I believe it is important for clients to be aware about the professional involvement with law.	8/9/2019 8:35 AM
111	For the protection of the public, it is reasonable to expect police checks of all regulated health professionals	8/9/2019 8:18 AM
112	I support a police check as part of initial application and then self-report of any criminal charges there after. I would suggest that it be made clear what the consequences of a failed police check are in regards to acceptance into the college (ie, impact based on nature of conviction, when conviction took place, how it has been dealt with, etc.)	8/9/2019 8:18 AM
113	I can understand the rationale for this measure, but it seems extreme. If we don't show a level of trust to our membership - that they will disclose as is required - how can we expect them to trust and be open with us? It is also unclear to me if there were specific instances that demonstrated a need for this more intrusive action or if it is preventative. Thanks!	8/9/2019 7:56 AM
114	It is essential to protect the public and to ensure safety for all we serve.	8/9/2019 7:55 AM
115	I think it makes sense to require a police check as part of a candidate's application to the College. I've heard of some employers and EAPs requiring police checks from applicants and I believe I did have to submit that as part of my application to the CCPA.	8/9/2019 7:55 AM
116	I only support this if the individual is in private practice. If the person is employed by a community agency for example then doing this again for CRPO would be a duplication and would add additional costs to the individual.	8/9/2019 7:53 AM
117	As an Intern Chaplain in the hospital as well as a Spiritual Care Practitioner, we are required to have a Police Record Check done prior to training and employment.	8/9/2019 7:40 AM

118	There are 2 types of police checks, you should stipulate it's the one for vulnerable persons and is Canada-wide. Secondly, there are some convictions that wouldn't affect a psychotherapist's job, such as a possession of Marijuana charge (now that it's legal), or even a DWI charge as they are not driving with clients but sitting in their office. So I don't know how you sort that out --- do you categorically say anyone with ANY criminal conviction cannot be registered with CRPO ? If they do have charges pending, then a requirement should be that they have to submit a new police record one year later, to see if those charges have come off. Unless you don't accept them until they have a clean record, as many of those people would be found NOT guilty, so should be given a chance to reapply.	8/9/2019 7:28 AM
119	Police record checks are expensive and in Ottawa take 8-10 weeks. I support the requirement to provide a vulnerable sector check up on application to the crpo however I do not believe it is required as an ongoing basis for Renewal as this happens with the majority of employers. I believe that the majority of people in this field who have chosen to register with the crpo understand and would abide by the requirement to self report and that the hardship created by making this mandatory would far outweigh the benefit.	8/9/2019 7:27 AM
120	While having a police reference check is a good idea. It is known that people issues arise over time and anyone can have criminal litigation at any time in the not too distant future. More so, based on my previous experience working in the employment sector, police reference check had limited people who while young made serious errors of judgement from being hired for job positions that they are trained and highly qualified for. Furthermore, the OPP and the Toronto Police have been known to share non-conviction information such as mental health matters and/or unproven criminal allegations with other agencies and the U.S government creating serious issues for citizens.	8/9/2019 7:27 AM
121	It comes across as authoritarian. I support keeping the public safe and informed, but not at the potential expense of the privacy of psychotherapy practitioners.	8/9/2019 7:26 AM
122	You already charge us over \$600 a year to be part of the college and are now requesting us to pay for background checks. While I agree that yes, we need to protect the public from harm and record checks prove that we are safe individuals. However not all employers offer salaries that cover the costs associated with belonging to the college. How do you plan to offset the rising costs of belonging to the college, without continuing to download those costs to the members?	8/9/2019 7:08 AM
123	I agree in principal, but am unsure what is actually 'checked'. I would like to know what the 'purpose' of the check would be, ie. what is the information gained and how does it create additional security/safety for clients. I also do not know if there is a federal v a provincial check. I would want to make sure that this is an investment worth making for ourselves and clients.	8/9/2019 7:02 AM
124	I'm not sure what the right answer is. You have to think what you expect the police check to reveal. What kind of offence would be a the limit and what if they had paid their dues and just trying to give back to the society? And how would you know if the people who are applying to become an RP, will not commit an offence after they become an RP. Do RPs need to provide a police check every six months or every year? Is this move just to make us feel better that we are doing something or would it really have a positive and necessary outcome? The fact that you are putting it as a survey question, tells me that the College does not think there is no solid ethical ground for it. Otherwise, no matter what the majority vote for, it had to be done. So why should RPs or RPQs spend more time and money for something that is not necessary? If there have already been issues, would a police record check have prevented it? And how would it look like?	8/9/2019 7:02 AM
125	I would support the proposed by-law amendment if it included provisions for waiving the requirement when the registrant can attest to having undergone an equivalent check for a related certification. For example, I underwent a vulnerable sector check when I applied to become a Certified Canadian Counsellor with the Canadian Counselling and Psychotherapy Association. I am of the opinion that this should suffice for CRPO and that CRPO should not impose an additional check on registrants but should seek to maximize cross-referencing.	8/9/2019 7:00 AM
126	Voluntary disclosure is sufficient	8/9/2019 6:57 AM
127	Employers in children's mental health require vulnerable sector check that automatically includes Criminal records check. Therefore, this by law would be redundant who work in this sector and appears to be more bureaucratic in nature.	8/9/2019 6:56 AM
128	Have been in the same job for 30 years, so don't need a criminal record check.	8/9/2019 6:49 AM
129	I had to do a police check and vulnerable sector check. i believe that working in this field that it should be mandatory to have them done	8/9/2019 6:47 AM

130	Private practice self employment would only be required for initial application to be RP. Is Annual documentation necessary?	8/9/2019 6:44 AM
131	I have concerns about how this may impact RPs who are members of marginalized communities that face high levels of policing and racial profiling- in cases where people have a record will there be additional information provided re: what the charges were for, how long ago they happened, etc.? My concern in this could create additional barriers to racialized people becoming RPs, something that our profession needs to look at more seriously.	8/9/2019 6:42 AM
132	I find the proposed requirement invasive and unnecessary.	8/9/2019 6:40 AM
133	The more safeguards, for clients and psychotherapist, the better. I fully support strict requirements.	8/9/2019 6:39 AM
134	It is a simple safety check that isn't expensive. I do value people with lived experience so if something should show up that is not pertinent to the work, I would hope that would not create a barrier for anyone,	8/9/2019 6:31 AM
135	Mandatory self-disclosure is sufficient safeguard for RPs and the public. The changes just create more bureaucratic layers without a practical necessity or benefit.	8/9/2019 6:15 AM
136	I find the explanation of proposed changes rather unclear and difficult to follow. A more streamlined description of proposed changes would be much appreciated.	8/9/2019 6:14 AM
137	Criminal findings that are deemed not to affect the member's ability to practice have no reason to be posted on their public register profile. To do so simply paints the character and professionalism of the member in a bad light, rather than informing the public as to an accurate reflection of their suitability to practice.	8/9/2019 6:10 AM
138	Perhaps it's needed for future applicants.	8/9/2019 5:57 AM
139	Will this be an ongoing requirement that has to be renewed every couple of years? Then I do not support it even if it makes sense because it becomes a bureaucratic hurdle to continue your practice.	8/9/2019 5:54 AM
140	Hysteria and bureaucratic anxiety are strange bedfellows. Prove to me there is a valid reason for the College is pushing for this!	8/9/2019 5:53 AM
141	I have nothing to hide. I've done nothing criminal but this measure is offensive to me and insulting. Do other Professionals and licensing bodies have such a mandatory retirement? I believe not. Did I read it right that it would be necessary even for renewals. I've done a lot of work with police officers. Do you know how challenging and arduous it is to get a criminal check processed?	8/9/2019 5:53 AM
142	Police records check do not provide current information as they only apply once a candidate has been charged. At which point the college would be notified anyway. This is just another ridiculous extra cost for members that does not provide useful information. Also, under what circumstances would the finding be prohibitive to member registration? Who decides what crimes and how long ago they were committed are problematic. There are too many variables to be a useful information. Would members with suicide attempts also be prohibitive? How do you decide what to use? I strongly am against this policy!	8/9/2019 5:52 AM
143	I presently have to complete a criminal record check and vulnerable population check every 5 years. Doing it on a yearly basis seems to be overly scrupulous.	8/9/2019 5:51 AM
144	This is a bureaucratic procedure that expires within a few months, will add an expense to what I already in my opinion have too many of already, will be more work for me, and this can open the gates on how frequently we may need to do this for it to have validity given its expiration date. I feel burdened by another potential regulation while there's been so little bureaucratic support for RPs from various sectors. Enough already!	8/7/2019 10:50 AM
145	It's another expense and hassle in a process that's already bureaucratic and overly complicated.	8/7/2019 10:45 AM
146	It is regretful that the Ministry of Health is seeking to impose police record checks on RP's. I do not appreciate Canada becoming a Police state. This should not be a requirement for acceptance, or for practice.	8/6/2019 12:13 PM
147	In assessing each individual based on their own statements and declarations, CRPO would be maintaining consistency with other professional colleges.	8/4/2019 5:27 PM
148	I oppose the idea of having police checks on RPs. It don't think it makes our profession safer, I think it creates an environment of mistrust.	8/2/2019 9:42 AM
149	It depends what that information will be used for.	7/30/2019 1:44 PM

150	To really do a thorough check on someone you need to do it in the jurisdictions in which they have lived previously. If someone has lived and worked in one place for a long time a police check would be an effective measure.	7/30/2019 9:49 AM
151	While I support the idea generally, I would also like to know how that information will be used in the registration process. Every conviction has context. In particular, I can think of situations where the person was convicted of a fraud charge, but the fraud occurred as a result of them trying to support their child with complex issues. Applicants should not be ruled out just because there is a record, the facts of the case need to be considered individually.	7/30/2019 7:45 AM
152	We are asked to voluntarily report any/all past convictions and this seems a responsibility. I appreciate that members may not do so, which is unfortunate. If RP's are going to be subjected to record checks, will other colleges of professionals performing similar work (CPO for psychologists, college of social workers, etc...) require the same? I feel, if this is necessary, it should be necessary for all professionals providing psychotherapy. Also, how will this information be used? If someone has a past record but has been rehabilitated and learned from any mistakes made, will that be taken into account or investigated, or will they arbitrarily be rejected by the college? I feel more information on how this information would be used is essential. Also, would some of our membership fee be used to off-set the cost of a record check? In cases where one would be necessary (given prior convictions), perhaps the RP should have to pay the full cost, but otherwise, I feel if this is required by the College, the College should pay for it, as membership is very expensive for a very underpaid profession.	7/30/2019 5:19 AM
153	I have read articles saying the police are overwhelmed by criminal record check requests from just about everyone -- from employers to volunteer organizations. As a result response times are very slow (months). This requirement would needlessly slow down registration with little net gain. I suggest CRPO continue to require mandatory self reporting (with consequences for non-disclosure), and have random spot checks. This would be just as effective and a lot less cumbersome for applicants, CRPO, and the police.	7/30/2019 5:09 AM
154	I support it as most RPs will require one for employment.	7/29/2019 3:26 PM
155	Having a mandatory 3rd party check/confirmation in order to obtain CRPO membership, and doing it on a regular basis, keeps members accountable, reliable and transparent. I have this requirement for any student or contractor that works for my practice. The findings are not disclosed to clients and are kept in confidence with the company.	7/21/2019 7:33 AM
156	I'm not sure I support the proposed change. What would we hope to achieve by requiring the criminal record check? And do we know, on the basis of evidence, that a records check will accomplish the goal. So, for example, are we trying to limit CRPO liability only or primarily? Is there evidence that a check will protect our clients, e.g., would any of the behaviours resulting disciplinary decisions to date have been prevented or avoided by a criminal records check?	7/19/2019 5:42 AM
157	I think a police check is important upon application for registration.	7/18/2019 12:10 PM
158	Applications should involve a vulnerable sector check, as this is standard practice of employment and also required for the CCC application process with the CCPA	7/17/2019 11:33 AM
159	Of the other colleges covered under the same act as CRPO, the 2 colleges closest in nature to CRPO, the CPO (Psychologists) and OCSWSSW (Social Workers) only require disclosure on their applications of criminal convictions. To make this change not only unnecessarily increases the cost of the application process with CRPO (only ONE instance in more than 7000 applications with a prior criminal finding) it can't be submitted electronically because criminal record checks are sealed (with an embossed seal) to prevent counterfeits. I question the rationale behind this proposal of forcing all members (over 7000) to provide a criminal record check because ONE applicant has a prior criminal finding, especially when neither the college for psychologists and the college for social workers in Ontario have this requirement in their application process.	7/17/2019 10:33 AM

160	<p>Police checks are already required as part of several processes required to complete the education and as such are duplicated. It is also another onerous barrier to getting employed. Stop adding barriers! Furthermore, your pro-check arguments, while loquacious, are merely about powermongering and fear. It is impossible to prevent ne'er do well's from entering any specific occupation involving vulnerable personages. Inviting yet another police presence requirement is a clear violation of privacy in an industry that makes provider's information public, placing them at risk in a digital world. The argument that it is for the public good is a circular & tautological argument because no amount of requirements can fully protect people, yet it is seen as a vehicle for justifying the abuses of process and the constitutional rights of others - the service providers. Why not simply require anklets and gps locators, and 24-hr video surveillance? After all, it would be better for the public to monitor the activities of therapists to ensure they are being honest. Additionally, your selective use of an example to support your claim is an obvious use of Anchoring and an appeal to extremes, chosen not for accuracy, but to further your agenda of control. If this were a valid argument you would also include examples of when the same action caused detrimental effects...and within the same country. It is widely known that despite our closeness, there are vast differences in therapeutic governance between Canada and the USA. Do you have any examples that support your argument withing the Canadian legal system? In short, placing additional barriers to practice - in an already onerous and under-served industry - and violating service provider's (therapist's) constitutional right to privacy - a right upheld by the regulations governing standards of practice - is flagrantly irresponsible and inappropriate as a mandatory requirement. Yours, Mr/Ms Responsible.</p>	7/16/2019 8:40 AM
161	<p>I provided it for my volunteer work with Bereaved Families of Ontario so don't see why I shouldn't as an RP</p>	7/13/2019 9:40 AM
162	<p>If the past charges are not related to someone's work (i.e. vehicular manslaughter) then what does it serve the public to know that? It doesn't. In working for agencies we always had to have a criminal record check and vulnerable sector check. However, the police would say that it was only valid really for that day.</p>	7/13/2019 8:11 AM
163	<p>My preference would be for the vulnerable sector check to be a requirement (given that we work - often in isolation with vulnerable persons), but I acknowledge that, depending upon jurisdiction, this could be either a simple or arduous process. I believe it would also be important to have a clearly articulated policy in place regarding what the CRPO does with the findings/information obtained.</p>	7/12/2019 9:01 AM
164	<p>In previous positions I have completed police checks including the check for work with vulnerable persons. It can at times be tedious and time consuming yet I take no issue with expecting professional colleagues to do one. I fully agree with and support the CRPO comment that a Police Check provides one more useful check and balance in accountability and protection of the public.</p>	7/11/2019 8:27 AM