
Discipline Summary

Dr. Ron Rohringer
227 Vodden Street E #5
Brampton, Ontario

Hearing Date: October 28, 2019

Allegations of professional misconduct

- Contravened a standard of practice or failed to maintain the standards of practice of the profession
- Sexual impropriety
- Disgraceful, dishonourable, unprofessional conduct (two allegations)
- Failed to keep records as required by the Regulations (withdrawn)
- Sexual abuse of patient (withdrawn)

Synopsis

In 1987, Dr. Rohringer made sexual advances towards a 16-year-old patient, who was working part-time at the dentist's practice. In or around 1988 to 1989, when she was 17 or 18 years old, Dr. Rohringer had a sexual relationship with her including sexual intercourse, which ended in or around 1991. She was a patient throughout this period. Dr. Rohringer admitted to this conduct, and acknowledged that by committing such acts, he failed to meet the standards of practice and the professional responsibilities of the profession, which was professional misconduct.

Dr. Rohringer also made the following admissions, and acknowledged that by committing such acts, he engaged in professional misconduct:

- From 2008-2012, he sexually harassed a staff member including making inappropriate comments, sending pornographic images, touching her buttocks, attempting to kiss her.
- He engaged in conduct and/or acts that created an inappropriately sexualized work environment for his staff members, some of whom were also patients.
- He harassed staff members and/or patients with non-sexual conduct that was nevertheless inappropriate.

- He promoted his comedy performances on numerous occasions to staff members and to patients. The performances contained sexual context, including sexual content related to the practice of dentistry.

Decision

1. Finding

Dr. Rohringer pleaded guilty and was found guilty with respect to contravening a standard of practice or failure to maintain the standards of practice of the profession, sexual impropriety and disgraceful, dishonourable, unprofessional or unethical conduct.

The College sought to withdraw the remaining two allegations with respect to sexual abuse of a patient and failure to keep records as required by the Regulations. The panel agreed to the withdrawal of these allegations.

2. Penalty

- Reprimand
- Revocation of certificate of registration (licence revoked) - effective October 28, 2019

3. Costs

- Dr. Rohringer to pay costs to the College in the amount of \$10,000

Panel's reasoning

- Dr. Rohringer admitted the allegations of professional misconduct.
- The penalty was a result of a joint submission, which was appropriate in all circumstances of the case. Joint submissions should be respected unless they fall so far outside the range of an appropriate sanction that they would bring the administration of justice into disrepute or are otherwise contrary to the public interest.
- The penalty meets the objective of public protection and sends a clear message to the profession and the public that this conduct is unacceptable, and will not be tolerated by the College.
- The reprimand and revocation of Dr. Rohringer's licence provides both specific and general deterrence. In order to protect the public and maintain public confidence in the profession, the most serious penalty (revocation) was warranted.
- An aggravating factor was the length of time over which the misconduct occurred, which the panel described as egregious and continued sexual harassment, creating a toxic and sexualized work environment for his own gratification.
- A mitigating factor was Dr. Rohringer's admission of professional misconduct, which avoided the need for a lengthy and costly hearing, in which witnesses would be required to testify.
- Ultimately it was the panel's opinion that revocation of Dr. Rohringer's certificate of registration (licence) was the only penalty in all of the circumstances that would meet the principles of deterrence and maintain public confidence in the profession.