DISCIPLINE DECISION

REVIEWING PANEL: Sherry Darvish, Public Member
Nelson Caetano, Registrant Member
Paul Eros, Registrant Member

IN THE MATTER OF A DISCIPLINE HEARING HELD PURSUANT TO THE *MOTOR VEHICLE DEALERS ACT, 2002*, S.O. 2002, c.30, Sch. B

B E T W E E N :

ONTARIO MOTOR VEHICLE INDUSTRY COUNCIL	)
- and -	)
4475518 CANADA INC. O/A HAWKESBURY HONDA	)
- and -	)
LAURIER BOUCHER	)

This matter proceeded by way of Rule 1.07 of the Rules of Practice before the Discipline Tribunal and the Appeals Tribunal. This Reviewing Panel has reviewed and considered written materials from the Parties together with a waiver of the requirement for an oral hearing and hereby makes the following Order:

Date of Decision: September 30, 2026

Findings:

4475518 Canada Inc. o/a Hawkesbury Honda (the "Dealer") has breached the following:

- Sections 6(1), 8(1), 9(1), and 9(3) of the Code of Ethics, O. Reg. 332/08

Laurier Boucher has breached the following:

- Sections 6(2), 9(1), and 9(3) of the Code of Ethics, O. Reg. 332/08

Order:

1. The Dealer shall pay a fine in the amount of **$20,000** no later than ninety (90) calendar days from the date of the Discipline Tribunal's Order.

2. Laurier Boucher shall pay a fine in the amount of **$3,000** no later than ninety (90) calendar days from the date of the Discipline Tribunal's Orde.

3. Laurier Boucher shall, no later than ninety (90) calendar days from the date of the Discipline Tribunal's Order:
    (a) successfully complete the online seminar Workplace Sexual Harassment and Violence: Building Safe Workplaces — Employer Training, offered by Western University's Centre for Research & Education on Violence Against Women and Children; and
    (b) provide OMVIC with a copy of the certificate of completion.

4. The Dealer shall, no later than ninety (90) calendar days from the date of the Discipline Tribunal's Order:
    (a) fund and ensure completion by all current salespersons employed by the Dealer of the online seminar Workplace Sexual Harassment and Violence: Building Safe Workplaces — Employee Training, offered by Western University's Centre for Research & Education on Violence Against Women and Children; and
    (b) provide OMVIC with a copy of each employee's certificate of completion.

Overview

This matter proceeded on the basis of an Agreed Statement of Facts, dated August 13, 2026, a jointly proposed disposition and a waiver of oral hearing, pursuant to Rule 1.07 of the Rules of Practice before the Discipline Tribunal and the Appeals Tribunal. The Agreed Statement of Facts states in relevant part as follows:

Background:

1. Since on or about June 25, 2010, 4475518 Canada Inc. o/a Hawkesbury Honda ("Hawkesbury Honda") has been registered as a motor vehicle dealer.

2. Since on or about February 28, 2024, Laurier Boucher ("Boucher") has been registered as a motor vehicle salesperson.

3. At all times material to this matter, Boucher has been a general manager and person in charge of Hawkesbury Honda.

4. Since on or about June 25, 2010, Benoit Charron ("Charron") has been registered as a salesperson to Hawkesbury Honda.

The Dealer's Non-Compliance:

5. Hawkesbury Honda failed to ensure that its salesperson, Charron, carried out his duties in compliance with the Act, its regulations and the Code of Ethics thereby contravening section 6(1) of the Code of Ethics.

6. Hawkesbury Honda's inaction regarding Charron's conduct contravenes sections 8(1), 9(1), and 9(3) of the Code of Ethics.

Salesperson's Non-Compliance:

7. As the General Manager and Person in Charge, Boucher failed to ensure that Hawkesbury Honda conducted its business in compliance with the Act, its regulations, and the Code of Ethics, and thus personally contravened sections 6(2), 9(1) and 9(3) of the Code of Ethics.

Agreed Facts Relevant to Penalty

Sexual Harassment

Salesperson A

8. On or about September 30, 2024, "Salesperson A" filed a complaint with the Ontario Motor Vehicle Industry Council ("OMVIC").

9. Salesperson A was previously a registered salesperson under the Act. At all times material to this matter, Salesperson A was registered as a salesperson to Hawkesbury Honda.

10. While employed at Hawkesbury Honda, Salesperson A's supervisor was Charron.

11. Salesperson A's complaint detailed their experience being subjected to a multitude of comments from Charron that amounted to sexual harassment.

12. As a result of Charron's comments, Salesperson A terminated their position with Hawkesbury Honda.

13. Boucher and Hawkesbury Honda failed to take reasonable steps to prevent Charron from sexually harassing Salesperson A.

14. Prior to terminating their employment, Salesperson A informed Boucher, Hawkesbury Honda's general manager, as well as Human Resources about Charron's conduct.

15. After Salesperson A' notice, Boucher and Hawkesbury Honda took no action regarding Charron's conduct.

Salesperson B

16. Salesperson B was previously a registered salesperson under the Act. At all times material to this matter, Salesperson B was registered as a salesperson with Hawkesbury Honda.

17. On or about December 31, 2024, Salesperson B provided a representative of OMVIC (the "Investigator") with their detailed statement regarding Charron's conduct at Hawkesbury Honda.

18. Salesperson B's statement described multiple occurrences of Charron making unwelcomed sexual comments towards Salesperson B.

19. As a result of Charron's comments, Salesperson B terminated their position with Hawkesbury Honda.

20. Boucher and Hawkesbury Honda failed to take reasonable steps to prevent Charron from sexually harassing Salesperson B.

Salesperson C

21. Salesperson C is currently a registered salesperson under the Act and at all times material to this matter was registered as a salesperson with Hawkesbury Honda.

22. Charron also directed inappropriate comments towards Salesperson C.

Letter to Honda Canada

23. On or about October 7, 2024, Hawkesbury Honda received a copy of an email sent by Salesperson A to Honda Canada concerning Charron's conduct.

24. On or about October 8, 2024, Boucher met with Charron to review the contents of the email and discuss the concerns that had been raised.

25. During that meeting, Boucher addressed the conduct attributed to Charron and discussed the importance of maintaining a safe workplace, the need of appropriate workplace communications and appropriate interactions with coworkers.

26. As of today, Charron is no longer registered as a motor vehicle salesperson.

27. On or about October 9, 2024, Boucher communicated with a representative of Honda Canada regarding the concerns that had been raised and the steps taken in response.

28. Following that communication, Honda Canada advised that it was satisfied with the steps that had been taken and closed its file concerning the matter.

Code of Ethics Violations

29. As particularized above, the Dealer has violated the following sections of the Code of Ethics:

> *Accountability*
> s.6(1) A registered motor vehicle dealer shall ensure that every registered salesperson that the dealer employs or retains to act as a salesperson carries out his or her duties in compliance with this Regulation.

Respect
s. 8(1) In carrying on business, registrants shall not engage in any act or omission that, having regard to all of the circumstances, would reasonably be regarded as insulting to human dignity or integrity and shall not use symbols that, having regard to all of the circumstances, would reasonably be regarded as offensive.

30. As particularized above, the Dealer and Boucher have violated the following sections of the Code of Ethics:

Professionalism
s. 9(1) In carrying on business, a registrant shall not engage in any act or omission that, having regard to all the circumstances, would reasonably be regarded as disgraceful, dishonourable, unprofessional or unbecoming of a registrant.

s. 9(3) A registrant shall use the registrant's best efforts to prevent error, misrepresentation, fraud or any unethical practice in respect of a trade in a motor vehicle.

31. As particularized above, Boucher has violated the following section of the Code of Ethics:

Accountability
s. 6(2) A registered salesperson shall not do or omit to do anything that causes the registered motor vehicle dealer who employs or retains the salesperson to contravene this Regulation or any applicable law with respect to trading in motor vehicles

Decision of the Reviewing Panel

Having reviewed and considered the Agreed Statement of Facts and written submissions provided by the Parties, the Reviewing Panel is satisfied that the evidence contained in the Agreed Statement of Facts substantiates the allegations that:

- the Dealer breached sections 6(1), 8(1), 9(1) and 9(3) of the Code of Ethics, and that
- Laurier Boucher has breached sections 6(2), 9(1), and 9(3) of the Code of Ethics.

The Reviewing Panel accepted the parties' proposed resolution for the reasons below.

Reasons for Decision

The Panel is satisfied that the proposed penalty is consistent with previous decisions of this Tribunal and that it does not bring the administration of justice into disrepute. The Panel notes that the penalty is in line with previous decisions of this Tribunal with similar facts and finds that

the penalty meets with the general and specific goals of deterrence.

Ontario Motor Vehicle Industry Council

Discipline Tribunal

Dated September 30, 2026

S. Darvish

Sherry Darvish, Public Member

On behalf of:
Nelson Caetano, Registrant Member
Paul Eros, Registrant Member