VIA EMAIL

DISCIPLINE TRIBUNAL OF THE ONTARIO MOTOR VEHICLE INDUSTRY COUNCIL

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

TO: 4475518 Canada Inc.
o/a Hawkesbury Honda
455 Country Road 17
Hawkesbury, ON K6A 2R2

AND TO: Laurier Boucher

NOTICE OF REFERRAL TO DISCIPLINE TRIBUNAL

Take notice that pursuant to Section 14(4) 4 of the *Motor Vehicle Dealers Act, 2002* (the "Act") the Registrar has referred the complaints against 4475518 Canada Inc. o/a Hawkesbury Honda and Laurier Boucher to the Discipline Tribunal for alleged violations under the Code of Ethics, as set out in Ontario Regulation 332/08.

REASONS

Section 17 of the Act establishes a Discipline Tribunal and empowers the Discipline Tribunal to hear and determine issues concerning alleged breaches of the Code of Ethics. The Code of Ethics applies to all Registrants registered under the Act. Any Registrants that disregard or violate the Code of Ethics are subject to having their conduct reviewed by the Discipline Tribunal. The Code of Ethics requires that all Registrants conduct business with Integrity, Accountability, Compliance, Respect and Professionalism as well as ensuring that requirements are met when it comes to Disclosure and Marketing and the Disclosure of Information in Sale and Lease Contracts.

PARTICULARS:

The reasons for this Notice are:

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 material times to this Notice, 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.

PAST CONDUCT:

Sexual Harassment

Salesperson A

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

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

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

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

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

10. Prior to terminating their position, Salesperson A informed Boucher, Hawkesbury Honda's general manager, as well as Human Resources.

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

Salesperson B

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

13. On or about October 30, 2024, a representative of the Registrar (the "Investigator") spoke with Salesperson B.

14. On or about December 31, 2024, Salesperson B provided the Investigator with their detailed statement regarding Charron's conduct at Hawkesbury Honda.

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

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

Salesperson C

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

18. Charron also directed inappropriate comments towards Salesperson C.

Dealer's Non-Compliance:

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

20. 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:

21. 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.

The Registrant(s) may provide a written response to the particulars set out above to OMVIC within 15 days of service of this Notice to: legal_dept@omvic.on.ca

If the Discipline Tribunal makes a determination that a registrant has failed to comply with the Code of Ethics, it may order one or more of the following:

- A fine up to $25,000 per party;
- Require the registrant to take further educational courses;
- If the registrant is a motor vehicle dealer, require the dealer to arrange and fund educational courses for salespersons employed by the dealer;
- Award costs.

This Notice of Referral to Discipline ("NORD") and decisions of the Discipline Tribunal may be published. Hearings before the Discipline Tribunal may be recorded and are open to the public.

APPLICATION OF THE *STATUTORY POWERS PROCEDURE ACT*

The *Statutory Powers Procedure Act*, R.S.O. 1990, Chapter S.22, as amended, applies to the hearing to be held by the Discipline Tribunal. A party to a proceeding may be represented by counsel or an agent.

The good character, propriety of conduct or competence of the Registrant shall be an issue in any hearing before the Discipline Tribunal and reasonable information of allegations with respect thereto has been furnished.
The Rules of Practice of the Discipline Tribunal will apply and are available on OMVIC's website. A Notice of Hearing and disclosure will be provided in accordance with the Rules of Practice of the Discipline Tribunal.

Take note that as per the Rules of Practice, failure to attend a hearing before the Discipline Tribunal may result in a decision being determined *ex parte* (in your absence).

APPLICATION OF THE RULES OF PRACTICE OF THE DISCIPLINE TRIBUNAL

This is to serve notice that OMVIC may make application for its costs, pursuant to Rule 13 of the Rules of Practice.

FURTHER PARTICULARS/SUPPLEMENTAL NOTICE

The Registrar may provide further and other particulars in respect of any other matters herein or in respect to any other matter including further particulars of violations of the Code of Ethics

DATED at Toronto, this 4th day of November, 2025.

Maureen Harquail, KC, MPA, ICD.D.
Registrar
Motor Vehicle Dealers Act, 2002