

**DISCIPLINE COMMITTEE OF THE
COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF ONTARIO**

B E T W E E N:

COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF ONTARIO

- and -

EMMANUEL IWERIMA

NOTICE OF HEARING

The Inquiries, Complaints and Reports Committee of the College of Medical Laboratory Technologists of Ontario has referred specified allegations against you to the Discipline Committee of the College. The allegations were referred in accordance with section 26 of the *Health Professions Procedural Code*. The statement of allegations is attached to this notice of hearing. A Panel of the Discipline Committee will hold a hearing under the authority of sections 38 to 56 of the *Health Professions Procedural Code*, as amended, for the purposes of deciding whether the allegations are true.

The hearing will be held before the Discipline Panel at **25 Adelaide St E #2100, Toronto, Ontario, M5C 3A1** or electronically on a date and time to be set by the Registrar of the College.

IF YOU DO NOT ATTEND AT THE HEARING, THE DISCIPLINE PANEL MAY PROCEED IN YOUR ABSENCE AND YOU WILL NOT BE ENTITLED TO ANY FURTHER NOTICE IN THE PROCEEDINGS.

If the Discipline Panel finds that you have engaged in professional misconduct, it may make one or more of the following orders:

1. Direct the Registrar to revoke the member's certificate of registration.
2. Direct the Registrar to suspend the member's certificate of registration for a specified period of time.
3. Direct the Registrar to impose specified terms, conditions and limitations on the member's certificate of registration for a specified or indefinite period of time.
4. Require the member to appear before the Discipline Panel to be reprimanded.
5. Require the member to pay a fine of not more than \$35,000 to the Minister of Finance.
6. If the act of professional misconduct was the sexual abuse of a patient, require the member to reimburse the College for funding provided for that patient under the program required under section 85.7 of the *Health Professions Procedural Code*.
7. If the Discipline Panel makes an order under paragraph 6, require the member to post security acceptable to the College to guarantee the payment of any amounts the member may be required to reimburse under the order under paragraph 6.

The Discipline Panel may, in an appropriate case, make an order requiring you to pay all or part of the College's costs and expenses pursuant to section 53.1 of the *Health Professions Procedural Code*.

You are entitled to disclosure of the evidence against you in accordance with section 42(1) of the *Health Professions Procedural Code*, as amended. You, or your representative, may contact the lawyer for the College in this matter:

Emily Graham
Steinecke Maciura LeBlanc
Barristers & Solicitors
401 Bay Street
Suite 2308
Toronto, ON M5H 2Y4

Telephone: (416) 583-2553
Facsimile: (416) 593-7867
Email: egraham@sml-law.com

You must also make disclosure in accordance with section 42.1 of the *Health Professions Procedural Code*, which states as follows:

Evidence of an expert led by a person other than the College is not admissible unless the person gives the College, at least ten days before the hearing, the identity of the expert and a copy of the expert's written report or, if there is no written report, a written summary of the evidence.



Date: August 28, 2026

John Tzountzouris
Registrar & CEO
College of Medical Laboratory Technologists
of Ontario

TO: IMMANUEL IWERIMA
284 Citiplace Dr
Nepean, ON K2E 0A7

STATEMENT OF ALLEGATIONS

The Registrant

1. Emmanuel Iwerima ("the Registrant") obtained a certificate of registration from the College of Medical Laboratory Technologists of Ontario ("the College") on May 7, 2024, in the Non-Practicing class. He obtained a certificate of registration in the Practicing class on August 12, 2025.

The Registrant's Conduct

2. In approximately 2025, the Registrant applied for employment as a Medical Laboratory Technologist with the Eastern Ontario Regional Laboratory Association ("EORLA"). As part of his employment application, the Registrant was required to provide EORLA with professional references.
3. In approximately December 2025, the Registrant provided EORLA with the names and contact information of four people he claimed were professional references. Of the four references the Registrant provided to EORLA:
 - a. One reference was fictitious. Their name and contact information were created by the Registrant. The Registrant personally received the reference request in respect of this reference, and he completed the reference questionnaire himself while posing as the reference;
 - b. One reference was a real person, but their contact information was false, having been created by the Registrant. The Registrant personally received the reference request in respect of this reference, and he completed the reference questionnaire himself while posing as the reference; and
 - c. One reference was provided to EORLA even though the reference had not responded to the Registrant's request to put forward her name, and had not agreed to provide him with a reference.
4. In approximately December 2025, while his application for employment with EORLA was still pending, the Registrant updated his registrant information with the College to indicate that he was employed by EORLA. This was untrue.

Professional Misconduct Alleged

5. It is alleged that the above conduct constitutes professional misconduct pursuant to Clause 51(1)(c) of the Health Professions Procedural Code, being Schedule 2 to the *Regulated Health Professions Act, 1991*, and as defined in the following paragraph of section 1 of Ontario Regulation 752/93 made under the *Medical Laboratory Technology Act, 1991*:
 - a. **Paragraph 20:** Engaging in conduct or performing an act relevant to the practice of medical laboratory technology that, having regard to all circumstances, would reasonably be regarded by the members as disgraceful, dishonourable or unprofessional.

APPENDIX

1. The documents to be tendered in evidence at the hearing are being provided with this Notice of Hearing.
2. Take notice that the documents that are now being disclosed to you and that may be disclosed later in accordance with the College's disclosure obligations are tendered as business documents pursuant to the *Evidence Act* of Ontario.
3. All documents that are disclosed to you in this matter are disclosed on the basis that they are to be used solely for the purpose of this proceeding and for no other purpose.

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COLLEGE OF MEDICAL LABORATORY
TECHNOLOGISTS OF ONTARIO

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Lawyers for the College of Medical
Laboratory Technologists of Ontario