



August 26, 2021

Dear Ms. Hamp,

On April 1, 2021, the Office of the Fairness Commissioner (OFC) launched its new Risk-informed Compliance Framework (RICF). As we have communicated to regulators previously, the first year of the framework will serve as a transitional period during which the OFC will review the historical performance of each regulator and place them in a provisional compliance category. The next phase will involve the assignment of risk categories based on a more detailed analysis.

For your information, the five historical performance indicators that we will consider for the transitional period are:

- 1- The nature and extent of material compliance recommendations that the OFC has issued to the regulator in the last compliance cycle.
- 2- The extent to which the regulator has completed these recommendations and avoided new issues.
- 3- The regulator's observed motivation to work with the OFC on defined compliance objectives.
- 4- The content of decisions issued by the courts or tribunals that discuss the regulator's registration practices.
- 5- The degree to which the regulator's registration processes exhibit the attributes of transparency, objectivity, impartiality and fairness, as demonstrated, for example, by the number of OFC



recognized “commendable practices” and/or best practices and innovations that the regulator has instituted over time.

Based on our review of how your organization has performed against these indicators, the OFC has determined that the College of Respiratory Therapists should be assigned a “full compliance” provisional rating.

This means that the regulator has successfully implemented each of the compliance recommendations that the OFC has issued, additional recommendations were not identified, and other criteria have been met.

For your information, and for comparative purposes, the provisional compliance categories that the OFC has allocated to the 39 regulators over which it has jurisdiction are as follows:

Distribution of Compliance Categories among Regulators

Compliance Category	Number of Regulators in Category
Full Compliance	32
Substantial Compliance	4
Falls Short of Compliance	3
Totals	39

In the Fall of this year, we will contact you again to gather information about forward-looking risk factors pertaining to the conduct of your registration processes. This information will allow us to allocate a risk



category to your organization once our Risk Informed Compliance Framework is fully in place.

If you have any questions about the contents of this communication, please contact me at james.mendel@ontario.ca.

Sincerely,

James Mendel
Compliance Analyst