



February 20, 2024

*Sent via e-mail*

Dear Ms. Willson,

## **RE: Risk Rating for the College of Chiropractors of Ontario**

The purpose of this letter is to communicate the 2023 / 24 risk rating for the College of Chiropractors of Ontario (CCO). This letter includes background information on the risk assessment process, identifies any specific issues that Office of the Fairness Commissioner (OFC) may wish to raise and articulates next steps.

### Background:

In November 2023, the OFC implemented the second iteration of its Risk-Informed Compliance Framework (RICF). Under this framework, the OFC assesses each regulator's operations against five risk factors that may impede the regulator's ability to apply fair registration practices for the licensure of domestic and internationally trained applicants.

The risk assessment process may produce one of three risk ratings: low, moderately low, and moderate to high. The OFC tailors its compliance strategy according to the risk rating obtained, so that we can work with regulators to address the most significant risks and barriers to fair registration practices.

For the 2023 / 24 risk assessment cycle, the five risk factors are set out below:

1. Organizational capacity.
2. The overall control that a regulator exerts over its assessment and registration processes.
3. The impact of major changes to registration practices and relations with third-party service providers.
4. The ability of the regulator to comply with newly introduced legislative and/or regulatory obligations.
5. Public policy considerations:
  - i. Addressing labour market shortages.
  - ii. The ability to promote inclusion and address anti-racism concerns in

registration processes.

Further detail on the indicators associated with these risk factors can be found in the OFC's [Risk-informed Compliance Framework and Policy](#).

In undertaking a risk analysis for the CCO, your compliance analyst James Mendel carefully examined your responses to the 2022 Fair Registration Practices Report and the supplementary 2023 RICF questionnaire. For each of the risks identified above, they assessed both the probability that the risk will occur and the significance of the consequences.

For quality assurance purposes, your risk analysis has been reviewed by another staff member and discussed with the Fairness Commissioner and OFC management.

Following completion of the risk review process, the OFC has determined that the CCO should be placed in the low-risk category for the period April 1, 2024, to March 31, 2026.

Congratulations on achieving this result. As a low-risk regulator, the OFC will arrange to meet with your college on an annual basis and you will be required to submit an annual Fair Registration Practices Report. Your compliance analyst will be in touch to schedule this meeting and identify any issues for discussion arising from this risk assessment.

We look forward to continuing to work with you to advance fair registration practices in the chiropractic profession.

Sincerely,

Ming-Young Tam  
Director, Office of the Fairness Commissioner

cc. Irwin Glasberg, Fairness Commissioner of Ontario  
Tanya Chute-Molina, Manager of Business and Operational Planning, OFC  
James Mendel, Compliance Analyst, OFC