

Fromm Case Summary

Re Peel Board of Education and Ontario Secondary School Teachers' Federation (2002), 105 L.A.C. (4th) 15 (Ont. Arb. Bd.).

Paul Fromm, an Ontario English teacher, was terminated by his school board for refusing to stop participating in meetings and conferences sponsored by individuals with racist views. He also made various public statements approving of their ideologies. Although Fromm was never accused of sharing or teaching his views in the classroom, the School Board knew of his participation in conferences where individuals shared views of white supremacy and anti-Semitism and felt that it was inappropriate behaviour for an individual in his position. The School Board provided Fromm with two written warnings to stop his participation and warned that further actions would result in termination. The School Board also informed him that they would be asking the Minister of Education at the time to review his Ontario Teacher's Certificate.

The Ministry of Education hired a consultant to review Fromm's activity and, based on his findings, Fromm was transferred to an adult education centre due to the fact that other teachers were uncomfortable with his presence at the school. Fromm went to his teacher's union for assistance claiming that he wanted a better understanding of what the Board felt he could and could not do. No meeting took place between the 2 parties.

In 1996 the School Board learned that Fromm had attended 2 more conferences, one in the U.S. and one in Vancouver, that he had actually organized, both dealing with the ideas and views of white supremacy and anti-Semitism. The Board suspended him without pay and set his contract to be terminated at the end of August.