

# WILDFIRE STONES

**2019 Renewal Notice**


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**Cannabis Legalization and Oral Health –  
What Dental Hygienists Need to Know**

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**New Quality Assurance Written Assessment  
(QA Test)**

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For more information on Council and Council Meeting Dates, please go to [www.cdho.org](http://www.cdho.org).





# President's Message

Catherine Ranson RDH, BHA, MET

On September 21, 2018, the College of Dental Hygienists of Ontario was unable to conduct their scheduled Council meeting due to the current Council not being adequately constituted. Under the *Regulated Health Profession Act, 1991* (RHPA), a Regulatory Council must have a minimum of eight government-appointed public members. This fall, three public Council members' appointment expired and these members were not re-appointed by the Lieutenant Governor prior to the September Council meeting. The legislation gives the elected Executive Committee authority to act on behalf of Council to put forward motions and vote on such motions. Any motions that passed at the meeting will be brought to the next Council meeting for ratification. The meeting on September 21, 2018 continued as an Executive Committee meeting and Council Education Day, and was open to Council members, College staff and guests from the public. Council is still currently awaiting the re-appointment or new appointment of public members. We have confidence that this will occur prior to the December 2018 Council meeting.

*The Council fully recognizes that self-regulation is a privilege and are committed to endorse the College mandate of regulating the dental hygiene profession with public interest in the forefront.*

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Brenda Walker, past Registrar of the College of Registered Dental Hygienists of Alberta and Jennifer Lawrence, Registrar of the College of Dental Hygienists of British Columbia (representing the Federation of Dental Hygiene Regulators) provided Council, College staff and guests from the public with a presentation on the proposed entry-to-practice Clinical Performance-Based Examination for the Dental Hygiene profession. The Federation of Dental Hygiene Regulators of Canada (FDHRC) provides national leadership on issues concerning the protection of public interest with respect to the profession of dental hygiene, develop quality benchmarks for dental hygiene accreditation standards, ensure that valid and reliable examination mechanisms for assessing dental hygiene competencies are in place, monitor labour mobility and workforce planning for dental hygiene.

...cont'd on page 5



# Registrar's Message

Lisa Taylor RDH, BA, MEd, MCOB


Twenty-five years ago, I and other dental hygienists in Ontario were preparing to celebrate the beginning of self-regulation. As you know from experience or education, the College of Dental Hygienists of Ontario (CDHO) came into being with the proclamation of the *Regulated Health Professions Act, 1991* (RHPA) and *Dental Hygiene Act, 1991* (DHA) on December 31, 1993. Prior to that date, dental hygienists in Ontario had been regulated by the Royal College of Dental Surgeons, which regulated dentists who were also dental hygienists' primary employers. There were approximately 5,000 dental hygienists in Ontario in January 1994.

Today, the CDHO regulates just under 14,000 dental hygienists and although dentists are still a primary employer, a number of dental hygienists practise in dental hygienist-owned practices. Over half of the dental hygienists in Ontario now have the authority to practise without an order from a dentist — a right that the profession fought to have, that was granted in 2007.

As the professional practice of dental hygienists has changed in 25 years, so have the needs of the public. There is a greater demand for regulators to be transparent and accountable, especially in areas such as registration practices and the handling of complaints made by clients. It is not uncommon to see media stories of regulators who appear to have breached public trust or to have acted in a manner that appears to favour professional interests. We have heard criticism about turf protection, duplication of services, red tape, professional interests over public interest and the lack of oversight of regulators. And while as a College we may hold our heads up high and say that we are not the bad apples and this is not ours to own, that, unfortunately, is not the way to improve a system.

After 25 years, change is coming to the health regulatory system in Ontario. I am not sure what that change will be, but I do know that accountability and transparency will continue to be at the forefront of change. Our model of self-regulation will change from how we know it today.

These are exciting times and there are opportunities to evaluate and compare our regulatory system to what is functioning well in other jurisdictions both within Canada and internationally. There is talk of an oversight body to monitor College activities. There is talk of reducing the number of colleges. There is talk of discipline committees that are external to the professions. So far this is rumour and innuendo but I believe the time calls for change. Regulatory bodies must be willing to learn new things, to rethink tired processes and to improve the way we work and serve the public. We need to let go of the old and build the new. I will keep you posted as things evolve.

Warm holiday wishes to you and those you love. 





**President's Message...** *continued from p. 3*

Council elections will take place in November 2018 for district 4 – York Region and Metropolitan Toronto, district 7 – districts of Algoma, Cochrane, Manitoulin, Muskoka, Nipissing, Parry Sound, Sudbury and Timiskaming, and district 8 – districts of Rainy River, Thunder Bay and Kenora. The elected appointment to Council as a professional member is for a three-year term. I hope that you took the time to review the candidates' profiles and voted if you were eligible to do so. A call of interest for Non-Council members also went out in September 2018 for professional members to apply for positions on Council Committees for the term 2019 to 2021.

Stakeholder consultation for amendments to CDHO Council Bylaw No. 5 occurred in September 2018. The proposed amendments were to reduce the number of elected professional members in district 2 to one professional member, and to increase the fees for the clinical competency evaluation for applicants from non-accredited dental hygiene programs and applicants applying from out of country. The current fee for applicants to participate in the clinical competency evaluation was not covering the cost of implementing the clinical competency evaluation, therefore, being subsidized by the fees from registrants. Going forward, the increase in the fee will be cost recovery and will be the responsibility of the applicant taking the clinical competency evaluation. Successful completion of

the clinical competency evaluation and being successful on the written NDHCB examination are requirements to be eligible to apply for registration as a dental hygienist in Ontario.

Council completed the planned Ownership Linkage activity where Council members interviewed six members of the public to obtain feedback about what they considered to be safe dental hygiene services, what ethical dental hygiene services mean, what quality dental hygiene services mean and any information about their dental hygiene experiences. A summary of the interview data collected is posted on the CDHO website in the agenda book for the September 21, 2018 Council meeting.

The Council meeting dates for 2019 are posted below, as well as on the CDHO website and I encourage you to attend one of the Council meetings next year.

It was my pleasure and honour to serve as the CDHO President for the year 2018.

Enjoy the upcoming holiday season.

Warm regards,

Catherine Ranson, RDH, BHA, MET  
President 

**Council Meeting Dates for 2019**

- Friday, January 18, 2019 (Election of the Executive Committee)
- Friday, March 22, 2019
- Friday, June 7, 2019
- Friday, September 27, 2019
- Friday, December 6, 2019

# 2019 Renewal Notice

by Terri-Lynn Macartney BA (Hons)

Renewals for 2019 will be available online on November 15<sup>th</sup>. **Your renewal is due on or before January 1, 2019.** To access the online renewal, log in to your Self-Service account using your six-digit registration ID number and your password. Once logged in, you will see the link to renew, available in your menu under the Registration heading. If you do not renew on time, a \$100 late penalty fee will apply effective at midnight, January 1, 2019.

## Resigning from the College

If you do not intend to renew for 2019, you need to resign your certificate of registration by January 1, 2019. Failing to renew is not the same as resigning from the College, so be sure to complete your resignation in your Self-Service account by clicking on the Resign link available under the Registration heading in your menu.

## Suspensions for Non-Payment


Failure to either renew or resign will result in the suspension of your certificate of registration. A suspension for non-payment is displayed permanently in your registration history on the Public Register and published in *Milestones*. You are not permitted to practise dental hygiene in Ontario while your certificate is suspended. There is also a \$500 penalty fee for reinstating a suspended certificate of registration in addition to paying any outstanding registration fees.

## Liability Insurance

If you will be renewing with a general or specialty certificate, you need to ensure that you have suitable insurance for 2019 **prior to renewing**. Having insurance that meets the Bylaws of the College is a condition of registration for anyone who holds a general or specialty certificate, even if they are not currently practising dental hygiene. When you complete your renewal, you will be asked whether you have this insurance. Indicating that you have insurance when you have not yet obtained it would be providing false information to the College, which is considered professional misconduct. If you are not sure whether your insurance meets the requirements of the College, please review CDHO Bylaw No. 5, Article 7.3, and speak with your insurance provider.

As previously announced in *Milestones* and the CDHO E-Brief, **CDSPI insurance does not meet the requirements set out in the College Bylaws**. If you currently hold an insurance policy with CDSPI, you will need to take steps to obtain new, suitable insurance prior to renewing.

## Insurance Audit

CDHO will proceed with the annual insurance audit in 2019. This audit helps protect the public by ensuring that all registered dental hygienists have suitable insurance that complies with the Bylaws of the College. Once again, five percent of registrants holding a general or specialty certificate will be randomly selected for participation in the audit. Since the audit is entirely random, **you can be selected again even if you participated in previous years**. Unless you have indicated that you prefer correspondence by mail, notice of selection for the insurance audit will be sent by email only. If you haven't already done so, please add **insurance@cdho.org** to your list of safe senders and watch your inbox for the selection notice in the spring! 



# Renewal Options

by Terri-Lynn Macartney BA (Hons)

When it comes time to renew, you may have the option to change your registration status – either from general/specialty to inactive, or from inactive back to general or specialty.

Before renewing as inactive, you should be aware of what that entails in relation to returning to practice at a later date. For example, if you renew as inactive and then you want to change your status back to general or specialty in the middle of the year, it cannot be done online instantly like the renewal can. There is an application process to change your status outside of the renewal period which takes the College **10 business days** to review and approve. There is no rush process and if any information is missing or incomplete, it could take even longer! If you do not plan ahead, you may find yourself unable to return to work when you thought you would.

An inactive registrant who has been on a short leave from practice (less than 3 years) and has not been practising dental hygiene outside of Ontario or in another regulated profession in the meantime, will have the opportunity to renew as general or specialty during the renewal period because no additional information or documentation is required in order to make the change. If you held a general registration prior to becoming inactive, the general option will be available; if you held a specialty registration, it will give you the specialty renewal option.

However, an inactive registrant who has not practised at all in 3 years or longer, or has been practising dental hygiene outside of Ontario while inactive, or has been practising in another regulated profession while inactive, will **not** be able to change their status during the renewal period. The option will not be presented on the renewal because additional documentation is required before the registrant can be granted a general or specialty registration again.

If any of these conditions apply to you, **you must still renew online by the deadline**, but as inactive and then apply to change your status to general/specialty in the New Year. Your application will need to be accompanied by the required supporting documentation, which may include proof of completion of an approved refresher course or a certificate of professional conduct, depending on your particular circumstances.

Finally, before you decide to renew as inactive, be sure that you are not working in a position that actually requires a general or specialty certificate of registration. Some non-traditional roles such as administration or sales positions may require active registration as a dental hygienist. If you are not sure whether you need to keep your registration active, you should contact the College. **CDHO**

*There is an application process to change your status outside of the renewal period which takes the College **10 business days** to review and approve. There is no rush process and if any information is missing or incomplete, it could take even longer! If you do not plan ahead, you may find yourself unable to return to work when you thought you would.*





# CANNABIS LEGALIZATION AND ORAL HEALTH —

## WHAT DENTAL HYGIENISTS NEED TO KNOW

by Roula Anastasopoulos RDH, BEd

The legalization of cannabis use in Canada dates back to 2001 when it became legal for medical purposes. It has since expanded to legalization for recreational use on October 17, 2018.

With this new expansion of legalization, there is a chance that the number of cannabis users may increase, and as such, dental hygienists need to be informed of the various forms of cannabis available, its effects on oral health, and implications to dental hygiene care.

### What Is Medical Cannabis?

Medical cannabis is the use of the natural and unprocessed plant or chemical to help alleviate symptoms of certain conditions or diseases. The cannabis plant contains many chemicals known as cannabinoids, which influence your endocannabinoid system affecting mood, appetite, memory and pain sensation.

The two main cannabinoids from a cannabis plant are:

1. delta-9-Tetrahydrocannabinol or THC – this compound produces a psychoactive effect or a ‘high’.
2. Cannabidiol or CBD – this compound does not produce any psychoactive effects and contains anti-inflammatory and analgesic properties.

The cannabis used for medicinal purposes contains a higher CBD, which helps alleviate symptoms in some conditions but does not produce a psychoactive effect. Medical cannabis is currently being used to minimize symptoms in conditions such as: Alzheimer’s, cancer, Crohn’s disease, certain mental health conditions, multiple sclerosis, and chronic pain.

Currently there are two cannabis-based medications available in Canada:

1. Nabilone – available in a capsule form, used mainly as an antiemetic in the prevention of chemotherapy-induced nausea and vomiting.

2. Nabiximols – available in an oromucosal spray, used mainly as an analgesic for cancer and multiple sclerosis patients.

Possession and use of medical cannabis is legal in Ontario, provided a valid and current prescription is obtained from a medical doctor.

### What Is Recreational Cannabis?

Recreational cannabis is used without medical justification. Often, recreational cannabis contains more THC, as this is what provides users with the ‘high’. Until recently, the possession and use of recreational cannabis was illegal, however, with the new legislation, people 19 years of age and older will be able to purchase, possess and use recreational cannabis legally.


“To ensure public safety, the Ontario Government has executed new laws surrounding how, where and who can buy, possess and consume cannabis in the province. These new laws are very similar to the existing laws in place for alcohol and tobacco and include the following:

- The Ontario Cannabis Store website is the only legal option for purchasing recreational cannabis.
- The use of recreational cannabis is permitted in areas stated by the legislation.
- The use of recreational cannabis will continue to be illegal in the workplace.
- The maximum purchase and possession limit is up to 30 grams of dried cannabis at one time for personal use.” (1)

### Pharmacological and General Health Effects

Recreational and medicinal cannabis can be consumed by four different methods: inhalation, orally, topically and in suppositories/tampons.





The use of cannabis affects multiple body systems but has more profound effects on the cardiovascular, respiratory and central nervous system. Its effects will depend on the preparation and mode of transmission and will vary between individuals. Depending on mode of consumption, cannabis can reach the brain within seconds and its effects can be felt within minutes. Cannabis is metabolized in the liver and accumulates in adipose tissue. The tissue elimination of cannabis can take up to seven days, but total elimination of cannabis from the body can take up to thirty days.

The THC in cannabis will have an acute effect on the cardiovascular system that will cause tachycardia and widespread vasodilation. This consistent increase in heart rate will create an increase in oxygen demand requiring the heart to work harder. Long-term cannabis use increases one's risk for cardiovascular diseases such as angina, stroke and myocardial infarction.

Cannabis use through inhalation directly affects the respiratory system. Cannabis contains many of the same carcinogens as tobacco, including carbon monoxide, bronchial irritants and tar. Smoking of cannabis is associated with chronic inflammation of the airway causing increased airway resistance, compromising the respiratory system. Long-term cannabis smokers can present with symptoms such as coughing, wheezing, bronchitis, emphysema, cardiopulmonary disorders

and may be at greater risk for respiratory infections and pneumonia. (2)

The THC in cannabis enters the bloodstream and directly affects the central nervous system by binding to two main receptors. When THC binds to the CB1 receptors involved in brain function, the result can be cognitive impairment, memory loss, difficulty with attention, time distortion and euphoria. When THC binds to CB2 receptors involved in immune cell function, it creates an immunosuppressive effect on macrophages, natural-killer cells, T and B lymphocytes, resulting in a decrease host resistance to bacterial and viral infections. (3)

Research studies have found that cannabis use may also be related to complications such as:

- Acute kidney injury
- Seizures
- Psychiatric problems (psychosis, mania, paranoia, self-harm and suicidal behaviours)
- Hyperemesis
- Nervous system disorders

In addition, studies have shown that cannabis use during adolescence and early adulthood is hazardous to the developing brain, affecting cognition, memory and increasing the risk of psychosis, depression and anxiety disorder. (4)

## Pharmacologic Actions

- Psychological
  - Perception
  - Sedation
  - Cognition
  - Motor function
  - Anti-nausea/emetic or hyper-emetic
  - Tolerance
  - Dependence
- Cardiovascular effects
- Respiratory system effects
- Gastrointestinal effects
- Immune system effects

## Oral Adverse Effects

With inhalation being the most common route of administration for recreational cannabis, it presents with the most oral effects. Generally, cannabis users who choose to smoke or inhale have poorer oral health than non-smokers. The most important side effect is xerostomia which has a direct relationship to the significantly higher prevalence of caries seen in smokers of cannabis. In addition, the cannabinoid THC is an appetite stimulant which can lead to increased consumption of cariogenic foods. (3)

Cannabis users are also more prone to oral infections such as candidiasis. The immunosuppressive effect of THC could potentially allow opportunistic infections to proliferate and become clinically evident. Scientists believe that the hydrocarbons present in cannabis provide an energy source for *Candida albicans* resulting in an increase of oral fungal infections. (2)

Studies have shown a direct relationship between cannabis use and periodontal disease. Frequent users of cannabis presented with higher number of sites with pocket depths greater than 4mm and attachment loss when compared to non-users. In addition, periodontitis may occur at an earlier age in cannabis users than non-users. (5)

### High Frequency

- Periodontal disease
- Dental caries
- Xerostomia
- Stomatitis
- Erythematous gingivitis
- Gingival hyperplasia

### Low Frequency

- Uvulitis
- Alveolar bone loss
- Leukoplakia
- Oral papillomas
- Squamous cell carcinoma
- Lung cancer

### Oral Adverse Effects of Cannabis

#### Nabilone (capsule form):

- Xerostomia
- Aphthous stomatitis
- Dysgeusia
- Orthostatic Hypotension

#### Nabiximols (oromucosal spray):

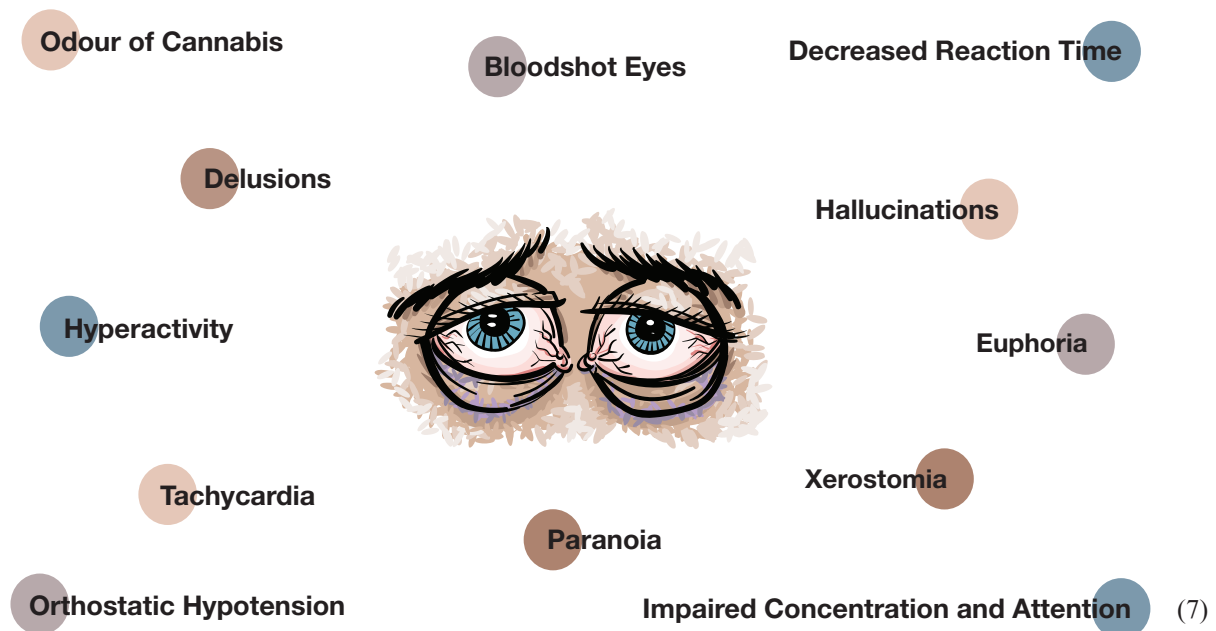
- Xerostomia
- Glossodynia
- Oral pain
- Ulceration
- Pharyngitis
- Dysgeusia
- Throat irritation

The use of cannabis through inhalation has also been found to have a direct effect on the oral soft tissues in higher and lower frequency. (6)

### Dental Care Implications

A client that is 'high' or intoxicated by the use of cannabis may present difficulties for the dental hygienist. It is important to recognize signs of intoxication in order to determine and ensure that safe dental hygiene treatment can be provided.

Signs of potential intoxication might include:



If a client presents for dental hygiene care while intoxicated, the dental hygienist should consider postponing care since dental treatment can create heightened stress resulting in the client experiencing acute anxiety, dysphoria and psychotic-like paranoid thoughts. (8) In addition, due to the increased heart rate and tachycardia experienced during intoxication, the use of local anaesthetic with epinephrine can seriously prolong these cardiovascular effects and create a potentially life threatening medical emergency. (8)

Finally, the dental hygienist should consider the legal implications surrounding the validity of informed consent obtained by an intoxicated client. Cannabis can impair the client's decision-making capacity which would impact their understanding of the necessary information required for informed consent such as;



- the nature of treatment,
- the expected benefits of treatment,
- the material risks of the treatment,
- the material side effects of the treatment,
- alternative courses of action, and
- the consequences of not having treatment.

Dental hygienists are obligated to provide safe care and should use their professional judgment to determine if the client has the capacity to cognitively provide consent to dental hygiene treatment.

### Things to Consider

- Questions concerning cannabis use should be asked on the medical history.
- Distinguishing between medicinal and recreational use can provide important information on possible comorbidities.
- Verification of cannabis may require the need to assess vitals, capacity, etc., at every appointment.
- Highlight the importance of regular dental hygiene care.
- Include the management of oral side effects.

### Examples of Questions to Add to a Health History

1. Do you use cannabis?
2. Do you use cannabis for recreational or medicinal purposes?
3. If medical, what is the medical condition it is being used for?
4. What is your mode of administration of cannabis?
5. When was the last time you used cannabis?
6. How frequently do you use cannabis?

With the legalization of cannabis in Ontario, dental hygienists are likely to encounter cannabis users more frequently. It is important to remain current with changes in applicable laws on recreational or medicinal cannabis and to be knowledgeable about cannabis use and its potential impact on general and oral health. To ensure safe and effective client care, dental hygienists should be cognizant of the oral implications and risks associated with cannabis use. They should remain free of judgment and promote open discussions in order for clients to feel secure in disclosing information related to cannabis use.

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# COMMON ISSUES

## DURING THE RENEWAL PERIOD

by Terri-Lynn Macartney BA (Hons)

If you've ever tried to contact the College during the annual renewal period, you know that it is very busy and there can sometimes be a wait to have your questions answered. With holiday closures over Christmas and the renewal due on New Year's Day, this can sometimes cause a bit of stress for registrants who wait until the end of December to renew.

There are a few things you can do to help ensure your renewal is completed smoothly and on time.

### ■ Get an Early Start

The online renewal is typically available starting on November 15<sup>th</sup> each year, which leaves registrants with up to 48 days to complete their renewal. Despite the long renewal period, over a third of registrants wait until the last week of December to renew. Depending on the year and when the holidays fall, the College may be closed a number of days during that time. If a registrant has an issue or questions about their renewal while the office is closed, by the time the College reopens in the New Year, their renewal would be late and a \$100 late penalty fee would be added to the registration fee.

**The easiest way to avoid the holiday rush is to renew early!**

### ■ Find Your Password

The most common reason registrants contact the College during the renewal period is because they have forgotten their password. For security reasons, CDHO staff members are not able to give out passwords by telephone. If you do not remember your password, you will need to use the **Forgotten Password** button on the Self-Service login page and follow the prompts on screen to have a temporary password emailed to you.

1. Enter the email address that we have on file for you.
2. Enter your date of birth in the format it is showing — including the slashes.

### Forgotten Password

Email Address:

?

Date of Birth (MM/DD/YYYY):

?

Registration Number/Validation Code:

?

Back

Next

3. Enter your six-digit registration ID number. Your registration number is your validation code.
4. Click 'Next'. A temporary password is on its way to you!

If you do not see the temporary password email in your inbox, be sure to check your spam/junk folder. Once you have found the email, return to the Self-Service login page and log in using the temporary password you were given. Be sure to enter the temporary password exactly as it is shown in the email, including any symbols and keeping in mind that letters are case sensitive. After you have logged in with the temporary password and completed your online renewal, you can change your password to something you will remember using the **Change Password** link in your menu.

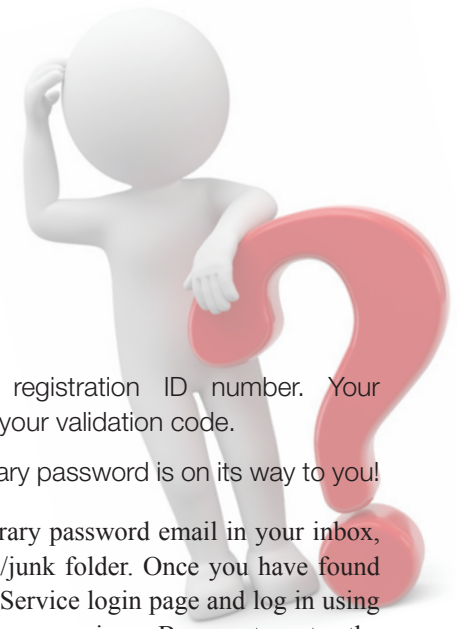
### ■ Read Carefully

After password issues, the second most common reason that registrants contact the College during the renewal period is because they have answered a question on the renewal incorrectly. Some answers to the declaration questions and questions about conditions of registration will cause the renewal process to stop and require you to contact the College directly in order to continue. This is necessary because some answers may indicate that a registrant is not eligible to renew.

As an example, during the 2018 renewal period, over 50 registrants had to call the College because they accidentally indicated on their renewal that they did not have liability insurance. Since insurance is a condition of a general or specialty certificate of registration, someone who says they do not have insurance would not be permitted to renew with a general/specialty registration. Almost all of the registrants who said they didn't have insurance for 2018 actually did have it, but they had misread the question or selected the wrong response.

This kind of delay and inconvenience can be managed by taking the time to carefully read every question on the renewal and consider your answer before responding.

The College always strives to provide assistance in a timely and effective manner, both during the renewal period and throughout the rest of the year. If you have questions or concerns about your renewal, you can of course contact us for help! Please check our website for contact information, office hours, and holiday closures to ensure that you are able to get the help you need, when you need it. **CDHO**





# Setting the Record Straight 2018

## Infection Prevention and Control (IPAC) Edition

### YOUR QUESTIONS ANSWERED

by Giulia Galloro RDH, BSc(DH)

Many of you have attended the CDHO's Setting the Record Straight (STRS) Infection Prevention and Control (IPAC) Edition presentations and have implemented new IPAC practices as a result of what was learned. For those of you who have not been able to attend the live presentations, a webinar is available on our website. As the College is wrapping up our STRS presentations for 2018, we thought we would share some of the more frequently asked questions from our registrants.

I am a registered dental hygienist who owns my own independent practice. The dental hygienists I have hired to work in my clinic bring in their own sterilized instruments. Who is responsible for ensuring that all quality assurance measures with respect to sterilization of those instruments are being done correctly?

This is a two-fold answer:

1. The clinic owner is responsible to ensure that all instruments being used in their practice have been reprocessed in accordance with Public Health IPAC principles and current evidence-based practice standards. Clinic owners must maintain records of quality assurance measures being followed including sterilization logs, recall protocols and corresponding policies and procedures manuals.
2. As the end user, the dental hygienist treating clients is also responsible to ensure instruments have been reprocessed in accordance with Public Health IPAC principles and current evidence-based practice standards. If reprocessing is being conducted off-site, the dental hygienist should provide the clinic owner with their IPAC policies and procedures manual and all corresponding quality assurance measures.

A mutual agreement between the clinic owner and dental hygienist should outline who will be responsible for sterilizing instruments, equipment maintenance and repairs, and environmental cleaning to name a few.

**What is the best way to dry instruments prior to packaging and sterilization?**

Best practice is to use a lint-free cloth to thoroughly dry instruments prior to wrapping/bagging them. Failure to properly dry your instruments may result in incomplete drying at the end of the sterilization cycle causing packages to come out wet when removed from the sterilizer. Using a lint-free cloth prevents lint from getting caught in and around the hinges of instruments, and prevents lint contaminated with microorganisms from floating around your reprocessing space. (1)

**Our office uses wrapped cassettes for sterilizing instruments. Can we write on the Type 1 chemical indicator tape or can we write directly on the sterilization wrap?**

When writing on wrapped packages, labelling could occur on the Type 1 indicator tape but not on the wrap itself where ink may bleed into the inside contents. If labels are used on wrapped cassettes, they should be located close to the enclosure tape and be reasonably sized so as not to interfere with steam penetration. Label adhesives and permanent soft-tipped markers, as recommended by the Canadian Standards Association, must be validated for steam process or method of sterilization used.

*...cont'd on next page*

When using plastic/paper pouches, labels should be placed on the plastic side of the package while being careful not to puncture the packaging, and should not interfere with viewing contents inside the package. (1)

How do I know if I am using the appropriate chemical indicators for my sterilization process?

All packages need to have external and internal chemical indicators. To determine which ones are needed for your type of sterilizer, refer to the **CDHO Decision Tree** under [My CDHO / Guidelines / Infection Prevention and Control \(IPAC\) / Quick Reference Fact Sheets](#) on the CDHO Website.

If I quarantine my instruments (hold back instruments until biological indicator results are available), do I still need to have a recall protocol?

The purpose of logging pouch contents and having a recall protocol is for traceability reasons. The fact that instruments are quarantined makes the risk and need for traceability less likely but the need to document contents is still required in the event a complaint came forth and the instruments used on clients came into question. (1) Hospitals that quarantine medical devices are still required to have traceability of these items. There is no one universal recall protocol. Each office will need to tailor their recall protocol according to their specific individual practice. For more information on what to include in the recall protocol refer to *Milestones* 2018, Issue 2, page 27.

The autoclave door was accidentally opened before cycle completion, but the chemical indicators have changed colour and passed. Are the instruments safe to use?

No. This is why it is important to evaluate all quality assurance measures (physical, biological and chemical) during reprocessing of instruments. Even though the chemical indicators have passed, this may not meet requirements for time, temperature and pressure if the cycle was interrupted. Failure in any of the reprocessing steps may result in incomplete sterilization.

What can be stored on the dirty side of the reprocessing area?

Anything clean, disinfected, single-use or sterile should not be stored on the dirty side of the reprocessing area. Nothing should

be stored above or below your sterilizer as it generates a lot of heat and steam creating moisture and, therefore, increasing the potential for microbial growth. Items suitable for storage on the dirty side of the reprocessing area could include the following: enzymatic spray, ultrasonic cleaning solution and scrub brushes.

What is best practice for removing sterilized items from the sterilizer?

Hand hygiene must be performed before handling any warm packages. Heat-proof mitts should be laundered weekly and worn when removing hot sterilized items from the steam sterilizer. Packages should be cooled away from heavy flows of traffic on a wire mesh surface before storing. (1)

Why is there no mention of high-level disinfectant (cold soak) in the Public Health Ontario checklists for dental practice settings?

The use of high-level disinfectant (HLD) is highly discouraged because of its toxic vapours, special ventilation requirements, its inability to destroy bacterial spores or prions, and the difficulty in maintaining cleanliness until point of use. The CDHO recommends that all critical and semi-critical items be heat sterilized or replaced by single-use form. If using high-level disinfectant, plan to replace it. In the meantime, chemical test strips should be used daily to determine effective concentration levels. Items placed in cold soak need to be logged and a record of when solutions are changed must be kept. You can find an example of a high-level disinfection log at [https://www.publichealthontario.ca/en/eRepository/IPAC\\_Reprocessing\\_Hight-Level\\_Disinfection\\_Log\\_Form.pdf](https://www.publichealthontario.ca/en/eRepository/IPAC_Reprocessing_Hight-Level_Disinfection_Log_Form.pdf).

Can I use a lab coat instead of a gown during splatter-prone procedures?

A lab coat should never be used to replace a gown when a gown is indicated as personal protective equipment. The issue with a lab coat is that it is not fluid resistant and the buttons in the front may inadvertently allow microorganisms to penetrate on underlying clinical attire. An at-point risk assessment should be done before any procedure. If the procedure is likely to generate splatter, water droplets or result in the clinician being exposed to body fluids, then a gown must be worn. Gowns should be long-sleeved and cuffed and provide full frontal coverage from the neck to mid-thigh or below. Single-use gowns are to be discarded



after each use and never hung for later use. Gowns need to be available and accessible. Education and training on the proper use of a gown is essential. (2)

#### What are the requirements for the eyewash station?

Section 4.7 of the **Public Health Ontario Reprocessing in Dental Practice Settings** checklist states that there needs to be a plumbed or self-contained eyewash station within a 10-second walk (16 to 17 metres [55 feet]) of the reprocessing area. The purpose of the eyewash station is to minimize the effects of an accidental exposure to a chemical irritant. The equipment installed should be capable of flushing for a minimum of 15 minutes, when exposed to an unknown irritant 20 minutes of flushing is recommended. Everyone needs to be familiar with the first aid requirements for the chemicals that are used in an office in the event of an accidental exposure.

#### What is the appropriate protocol for suction lines?

Suction lines are purged between patients/clients by aspirating water or an appropriate cleaning solution. Suction lines are flushed out with an enzymatic cleaner or appropriate cleaning solution at least once per week.

#### When do we need to use barriers?

Barriers should be used on high-touch surfaces that are difficult to clean and disinfect. Suitable barriers should be moisture-proof such as plastic bags or plastic sheets. Some examples where barriers should be used include:

- exposure button on radiography equipment
- around switches of low- and high-volume suctions
- around buttons of air water syringe
- computer keyboards, mouse and monitor screen
- headrest covers
- overhead light handle and switches
- radiography equipment and digital sensors
- intraoral cameras.

Personal protective equipment should be worn while removing barriers. When possible, areas covered by barriers should be disinfected and allowed to dry completely prior to placing a new barrier as these areas may become contaminated during treatment. Barriers must be changed between clients/patients.

#### I own an independent dental hygiene clinic; do I need to have a biohazard sharps container since I don't administer local anesthetic?

Even if local anesthetic is not used in your practice, a biohazard container is needed for other sharps used in a dental hygiene practice such as broken scalers, worn out ultrasonic/piezo tips, biological spore tests, acid etch tips and oraquix carpules.

If you have any questions or inquiries related to infection prevention and control, you may contact a practice advisor at [advice@cdho.org](mailto:advice@cdho.org) or 1-800-268-2346 x226 or ext. 238. **CDHO**

## References

1. CAN/CSA-Z314-18 *Canadian medical device reprocessing*.
2. Ontario Agency for Health Protection and Promotion, Provincial Infectious Diseases Advisory Committee. Routine Practices and Additional Precautions in All Health Care Settings. 3<sup>rd</sup> edition. Toronto, ON: Queen's Printer for Ontario; November 2012.
3. Canadian Centre for Occupational Health and Safety.
4. *Ontario Occupational Health and Safety Act*, R.R.O. 1990, Reg. 851, s.124.



### Update on 2018 Quality Assurance (QA) Assessments

In 2017, notice was sent to 1605 registered dental hygienists in the province requesting submission of their QA records for assessment due January 31, 2018.

- **1533** were selected because their registration number ended in a “3” or “8” (Regular Selection)
- **72** were selected for not completing their annual self-assessment (Self-Assessment Selection)

Of the **1605 records** requested (as of October 3, 2018):

	Number of Registrants from Regular Selection	Number of Registrants from Self-Assessment Selection	Total
Met the assessment guidelines with initial submission	1023	26	<b>1049</b>
Assessed with deficiencies but met the assessment guidelines with an additional submission and/or remediation	323	10	<b>333</b>
Assessed with deficiencies and still participating in remediation	35	0	<b>35</b>
Still in assessment phase: On-site practice reviews	4	1	<b>5</b>
Still in progress	14	1	<b>15</b>
Resigned	105	7	<b>112</b>
*Other: May include registrants who are currently suspended, revoked, referred to ICRC, currently under investigation, deferred to another assessment period or deceased.			<b>*56</b>
<b>Total</b>			<b>1605</b>

### 2019 Self-Assessment

The 2019 Self-Assessment Tool will be available in the SMILE Portal in mid-November and is mandatory to complete for every dental hygienist registered in Ontario, regardless of their registration status or employment situation (i.e. active, inactive, working in dental hygiene, not working in dental hygiene or living outside of the province). It must be completed before **January 31, 2019**.

The 2018 Self-Assessment can be accessed in the SMILE Portal by selecting “2019” in the “*Select Year to View*” drop-down menu on the dashboard. You will be asked to verify your employment status and practice address. Once this step is completed, your 2019 Self-Assessment will become available as Step 2. In the table that appears in this Step, click on the blue hyperlink **#1: General** to open up your Self-Assessment. Educators are required to complete an additional Self-Assessment that will appear as **#2: Educator**.

The general Self-Assessment contains 109 questions and the additional Self-Assessment for Educators contains 32 questions. The Self-Assessment should take approximately 15–20 minutes to complete. Once ALL of the questions are answered, you must select the “*I’m all done*” option on the bottom of the page for it to be considered complete. Your dashboard in the SMILE Portal will reflect completion of your Self-Assessment.



# Assurance Matters

by Robert Farinaccia RDH, BSc

As per the Quality Assurance Committee's decision, those registrants who fail to complete their 2019 Self-Assessment by the January 31<sup>st</sup> deadline can expect notification from the College that they will be asked to participate in the 2020 Quality Assurance Peer and Practice Assessment period (regardless of the last digit of their registration number or date of previous Quality Assurance assessment).

## Are You Submitting Your Quality Assurance Records in 2019?

For registrants who were selected to submit in January of 2018 (i.e. your registration number ends in either "2" or "6" or you received notice from the College) you are required to submit your Quality Assurance records via the SMILE Portal by **January 31, 2019**. The SMILE Portal will allow you to submit beginning January 1, 2019. You will be asked to read and check off a declaration before you are able to submit your records for assessment.

## Are You Selected to Submit Your Quality Assurance Records in 2020?

If your registration number ends in either 0 or 1 and you meet the criteria (i.e. you did not submit your Quality Assurance records in 2016, 2017, 2018 or 2019), you will be notified in January 2019 of your requirement to submit your Quality Assurance records for the 2020 Peer and Practice Assessment (due January 31, 2020). More information regarding the 2020 selection will be communicated in the College's E-Brief in January 2020. As well, the dashboard of your SMILE Portal will indicate **QA Records Due: Jan. 31, 2020** if you have been selected. **Please do not call the College to inquire if you have been selected to submit your Quality Assurance records for the 2020 Peer Assessment until after February 1, 2019 as this is when selection notices will have been sent out.**

### Important Changes in the SMILE Portal

#### ■ 2018 Practice Profile Update

As mentioned in the 2018 Issue 1 of *Milestones* and in the most recent CDHO E-Briefs, the questions related to Infection Prevention and Control (IPAC) in the Practice Profile were updated on October 30<sup>th</sup>. The new questions replaced the previous IPAC questions. These new IPAC questions are consistent with Public Health Ontario's checklists and will allow registrants to provide answers that are more representative of their current IPAC practices and protocols.

#### ■ Quality Assurance Written Assessment (QA Test)

The new QA Test will be available in November 2018. For more information on this written assessment, please refer to the article in this issue of *Milestones* titled *New Quality Assurance Written Assessment (QA Test)*.

#### ■ CDHO Jurisprudence Education Module and CDHO Drugs in Dental Hygiene Practice Course

Starting in 2019, the certificate of completion must be uploaded in your SMILE Portal in your activity details in order to be able to use the hours associated with the CDHO Jurisprudence Education Module and/or the CDHO Drugs in Dental Hygiene Practice Course. **CDHO**

# ZERO TOLERANCE

## Protecting Clients from Sexual Abuse

by Giulia Galloro RDH, BSc(DH)

The College has been clear that there is a zero-tolerance policy for sexual abuse of clients. We will continue to reinforce that inappropriate behaviour towards a client is unacceptable and the necessary disciplinary action will be imposed as required. As regulated health professionals, dental hygienists have an obligation to maintain appropriate boundaries with their clients. Dental hygienists are responsible for using their professional judgment to determine when relationships become unacceptable and to take the appropriate measures to avoid boundary crossings. The primary concern must always be for the welfare of the client.

### The Zero Tolerance Rule of Thumb

- i) Dental hygienists cannot have sexual relations with a client.
- ii) Dental hygienists cannot treat a sexual partner.

### Definition of a Client

The definition of a client for the purpose of the Sexual Abuse provisions of the Code under the *Regulated Health Professions Act, 1991* (RHPA) has been expanded to extend the person's status as a client to at least **one year** after the professional relationship has ceased. The College often receives inquiries around the parameters of treating someone with whom the dental hygienist is in an intimate relationship. If you can check off any of the following points below, the individual is considered a client:

- They are a person who received health care services from the registrant and payment is charged or received;
- The registrant made an entry in the person's health record;
- They provided consent to a health care service recommended by the registrant; or
- The registrant prescribed a drug for the person.

Only one of these factors may be needed in order for a Discipline panel to make a finding of sexual abuse.

**If you are considering dating a client, you must wait a minimum of one year from when the professional relationship ends.**

### What Constitutes Sexual Abuse

Section 1 (3) of the *Health Professions Procedural Code* of the RHPA defines sexual abuse of a client as **any sexual behaviour in the presence of a client, whether consensual or not and includes:**

- sexual intercourse or other forms of physical sexual relations between the registrant and the client;
- touching of a sexual nature of the client by the registrant; or
- behaviour or remarks of a sexual nature by the registrant towards the client.



The Code furthermore states that the registrant's certificate of registration must be revoked if the sexual acts consisted of:

- i. Sexual intercourse;
- ii. Genital to genital, genital to anal, oral to genital or oral to anal contact;
- iii. Masturbation of the member by, or in the presence of, the patient;
- iv. Masturbation of the patient by the member;
- v. Encouraging the patient to masturbate in the presence of the member;
- vi. Touching of a sexual nature of the patient's genitals, anus, breasts or buttocks;
- vii. Other conduct of a sexual nature prescribed in regulations made pursuant to clause 43 (1) (u) of the *Regulated Health Professions Act, 1991*. 2017, c. 11, Sched. 5, s. 19 (3).

## Mandatory Reporting

It is the dental hygienist's legal, ethical and professional responsibility to make a mandatory report where they have reasonable and probable grounds to believe that another regulated health care professional has sexually abused a client. Clients and the law expect that dental hygienists will act in their best interest. According to the RHPA, if a dental hygienist has obtained information while practising their profession, that a regulated health care professional may have committed an act of sexual abuse, the dental hygienist must submit a written mandatory report within 30 days to the Registrar of the offending health care practitioner's College. If there is reason to believe the abuse will continue or abuse of other clients may occur, the report must be submitted immediately. If the dental hygienist does not know the name of the alleged health care practitioner, there is no requirement to submit a mandatory report.

The mandatory report related to a possible case of sexual abuse must contain:

- the name of the dental hygienist filing the report;
- the name of the practitioner who is the subject of the report;
- an explanation of the alleged sexual abuse; and
- when consent is given by the client, the name of the client who may have been sexually abused.

Do not include the client's name if he/she has not provided written consent to include his/her name in the report. The fact that the dental hygienist tried to obtain consent but the client refused, should be included in the report as well.

Failing to report sexual abuse of clients/patients is an offence under section 93 (3) of the RHPA. The penalties for failing to report sexual abuse of clients include a fine of up to \$50,000 for a first offence by an individual and up to \$200,000 for corporations.

**Under the RHPA, sexual abuse of client is a grievous act of professional misconduct and requires mandatory reporting of sexual abuse by health professionals.**

## Therapy and Counselling for Persons Alleging Sexual Abuse by a Registrant

The Patient Relations Committee is responsible for administering funds for therapy and counselling, and is considered one of the ways the College supports victims of sexual abuse. While it has always been mandatory for Colleges to provide funding for therapy and counselling for clients who were sexually abused by a registrant, this has recently been expanded to include any persons who are alleged to have been sexually abused while a client. This means clients will no longer have to wait for a decision in order to seek out help and therefore may access the help they need sooner.

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## The College's Role in Protecting Clients from Sexual Abuse

The CDHO's Patient Relations Committee is tasked with the prevention of, and addressing the sexual abuse of clients. These mandated measures under the RHPA include:

- establishing educational requirements for registrants;
- setting guidelines for the conduct of registrants with their clients;
- training College staff; and
- providing information to the public.

Ultimately, we as dental hygienists share a role in holding our colleagues accountable for their conduct and ensuring that they are both honourable and professional. Considerable responsibility rests on the dental hygienist to communicate clearly with their clients and to proactively overcome any challenges, be it physical or cultural, that may result in miscommunication. The College has recently updated two guidance documents titled, "*Prevention of Sexual Abuse of Clients*" and "*Professional Boundaries for the Dental Hygienist in Ontario*" that are worth reviewing.

There continues to be no spousal exemption in effect for Registered Dental Hygienists.

Providing dental hygiene services to a spouse is not permitted in Ontario and will result in the dental hygienist losing the privilege of practising. **CDHO**



### Meet Our New Practice Advisor

Mary obtained her diploma in dental hygiene from George Brown College in 1986 and has practised for over 30 years, initially as a clinician and then as an educator. She continued her education and obtained her Degree in Health Administration from Ryerson University and Master of Arts in Education from Central Michigan University. Mary joined the Professional Practice Team at the College in October, 2018. In her new role as a CDHO Practice Advisor, Mary will also manage programs and examinations as well as the Peer Mentorship Program.

**Mary Gow RDH, BHA, MAEd**  
ext. 238 | [advice@cdho.org](mailto:advice@cdho.org)

### The College Has a New Phone System – Caller ID

The College recently replaced its phone system and the new phones have **Caller Display**. We respect that some callers may want to talk to a Practice Advisor without disclosing their identity; this can be done by simply entering \*67 before entering the number if you are calling from a land line. Calls from cell phones have the same capability, but each wireless provider has their own code. Please contact your provider.





# YOUR FEEDBACK



**WOW!**



**Valuable → Very Valuable**

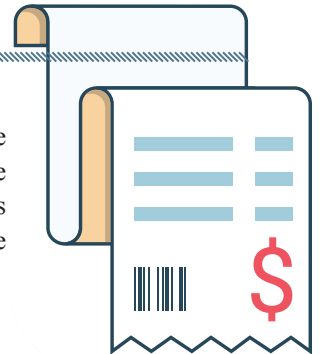


**SATISFACTION**



# BILLING FOR DENTAL HYGIENE SERVICES

Questions about billing continue to be commonly received by the College's practice advisors. Dental hygiene services may be billed out directly to a client or may be billed to a third-party payer such as an insurance company. In all cases, the party has a right to rely upon the integrity of any invoices received. Dental hygienists who bill for their services must remember that a client or their representative (insurance company) has the right to receive honest and informed information.



## What Does This Mean?

To be honest, an account must comply with the following:

- Accurately describe the service provided.

For example, it would be inappropriate to bill for a missed appointment as a treatment service, or to portray a provided service as another service in order to qualify for insurance coverage (e.g. billing periodontal probing as scaling). The date the service was provided must also be accurate (e.g. not postdated until insurance coverage comes into effect).

- Charging a higher fee to insured clients than to those who pay directly is not honest, appropriate or acceptable.

- Dental hygienists must be familiar with the insurance requirements of their client's policies so that they do not submit an account that will be misinterpreted by the insurer.

For example, if the policy requires a co-payment, billing the insurance company for the services without charging the client for the co-payment is improper. Reasonable, documented efforts should be made to collect the co-payment.

- Charging a fee that is excessive for the service provided is also a form of dishonesty.

While there is no fixed amount or maximum fee one may charge for a service, at some point, a high fee becomes excessive. Charging a very high fee becomes particularly concerning where the client is financially vulnerable, incapacitated, or where a third-party payer has little knowledge of the service provided.

- Offering a reduction for prompt payment is prohibited for dental hygienists.

This rule is based on the notion that those with financial means will be able to take advantage of the reduction while those with modest means will end up paying more for the same service. This rule does not prevent a dental hygienist from charging interest on overdue accounts.

- Billing third-party payers for treatment of one's self or immediate family members for services that it would be reasonable to expect would be provided at no charge, is unethical.

For example, while there are numerous reasons why you should refrain from treating family members, it would be reasonable to expect that you would not charge your dependent children for services you provided in your own dental hygiene clinic. Should you provide services to nondependent family members, billing to third-party payers must reflect a true account of services billed and collected by your practice.

Informed consent includes ensuring that the client receives not only complete information about any proposed or provided services, but also full disclosure of the charges for those services. This applies not only to clients who pay directly but also to clients whose account is paid by a third-party insurer. The dental hygienist has an obligation to ensure that the client is informed of the following:





■ How your fees are calculated.

For example, do you follow a fee guide? Do you have an hourly rate, do you charge per visit or is there a flat fee for a course of treatment? This discussion should occur at the beginning of the relationship.

■ Itemization.

The best policy is to itemize your accounts routinely and provide additional details when requested.

■ Payment options.

Dental hygienists must explain all available payment options to clients. For example, dental hygienists should canvass with all direct pay clients whether they might have insurance that covers the service. Charges for overdue accounts need to be disclosed up front. If the dental hygienist sees that payment is an issue, she or he should consider canvassing with the client, publicly available treatment alternatives (e.g. at the local school or community clinic, even if it has a long waiting list).

Failure to maintain honest and informed billing is professional misconduct. For more information, refer to the Professional Misconduct regulation. It is important to note that dental hygienists cannot avoid their professional responsibility for honest and informed billing because their employer submits the accounts and must therefore take responsibility for any billing going out in their name or with their registration number. While this does not mean that each dental hygienist must personally sign every account, she or he must, however, be satisfied that the billing system is accurate and appropriate. The College recommends that, at the very least, the dental hygienist needs to review the billing procedures and periodically do spot checks as to their continued effectiveness. Where the dental hygienist is employed by an unregulated individual, she or he should take extra care to discuss this issue and make it part of the contract of employment. The dental hygienist may have to engage in some education of their prospective employer as to the balance between an employer's right to run their business their way and the dental hygienist's duty to maintain professionalism.

*This article is a condensed version of the information contained in Chapter 10 of the CDHO Registrant's Handbook. To review this or any chapter of the Handbook, please refer to My CDHO / Practice Advice / Registrants' Handbook at [cdho.org](http://cdho.org).* **CDHO**



**Giulia Galloro** RDH, BSc(DH)  
ext. 226

## RDH Expertise for RDHs

CDHO practice advisors provide confidential consultations to dental hygienists who seek assistance with issues that directly or indirectly affect the delivery of safe, competent, ethical dental hygiene care.

You can reach our CDHO practice advisor by phone at 416-961-6234 (toll free 1-800-268-2346) or by email at [advice@cdho.org](mailto:advice@cdho.org)



**Mary Gow** RDH, BHA, MAEd  
ext. 238



# NEW QUALITY ASSURANCE

## Written Assessment (QA Test)

by Robert Farinaccia RDH, BSc

Registrants who wish to submit their Quality Assurance records via Path 2 or 3 will soon have access to complete the Quality Assurance Written Assessment (simply known as the QA Test). The QA Test will be available in November 2018. However, the test will no longer be administered by the National Dental Hygiene Certification Board (NDHCB). The College found a new provider to administer the QA Test and registrants will be able to take the QA Test directly in the SMILE Portal. There will no longer be a need to upload your test results into the SMILE Portal as they will automatically appear once the test is completed.

Registrants wishing to take the QA Test will need to indicate that they would like to complete their Quality Assurance records via Path 2 or 3, and lock in their selection in Step 3 of their SMILE Portal dashboard. **Once they have selected Path 2 or 3 and locked in their choice, they can no longer change their Path for that audit.** Therefore, before clicking the “*I’m all done*” button within Step 3, registrants should be certain that they have selected the correct Path in Step 3 of their dashboard.

It is expected that preparation to write the QA Test will take 75 hours over a three-year period. Registrants will have a maximum of three (3) attempts to successfully complete the QA Test and the cost will be \$150 per attempt. Every attempt will provide a “Performance Profile” of whether one met or fell below the standard in each of the 10 categories.

### Development of the New Exam

The College was guided through all phases of the exam development by a psychometrician with vast experience in the field.

*Psychometricians work to ensure exams are valid and reliable. Their responsibilities may include conducting research, collecting and analyzing test data, developing, administering and scoring exams, as well as providing recommendations for how test results should be interpreted.<sup>1</sup>*

Competency categories were determined based on areas of remediation historically ordered by the Quality Assurance Committee for registrants who were not successful in Quality Assurance assessments. Subject matter experts (SME) were then surveyed and asked to assign a percentage for each of the 10 competency categories. Data was collected and discussion

was held with all SME’s regarding percentages assigned by all topic areas.

A large pool of test questions were then developed and 54 dental hygienists volunteered to test the questions in a field test. Participants were asked to answer the questions and then were divided into four groups to provide feedback on content, ambiguity, complexity, and comprehensiveness. The psychometrician then determined the P-value (percentage of candidates answering the question correctly) and the discrimination (a correlation between how well a candidate performs on the individual question against the candidate’s overall performance on the test). Questions that didn’t meet performance standards were eliminated, and will be edited and re-tested in the future.

The next step involved setting a passing grade by using the concept of the borderline or minimally competent candidate – also known as the Modified Angoff method. SME’s, again under the guidance of a psychometrician, set the specific pass score for each question on the QA Test. Using this method, the overall pass score is set in direct reference to the difficulty of the questions themselves.

### What Does This Mean?

In simple terms, since everyone taking the QA Test will have different questions on their test, the passing score for any given test will be unique to the combination of questions that appear on that particular test. For example, a test that has a combination of more difficult questions will not have a passing score as high as a test that has a combination of easier questions on it. The questions that appear on any test will be completely randomized but will match the blue print below for the competencies and type of question.

Upon completion of the QA Test, registrants will not receive a final score or percentage, but will receive an overall exam result (successful or unsuccessful). Additional feedback will include whether the standard was met or not in each of the ten question competencies. This information can be used to help one identify areas of relative strengths and weaknesses if one needs to prepare for another attempt. The feedback should also be used to help identify areas to explore when setting any future continuing education goals and activities. Being unsuccessful in a specific competency does not necessarily indicate that one will be unsuccessful on the QA Test overall. **Notification of incorrect answers at the completion of the test will not be provided.**

## QA Test Blue Print

The new QA Test will only be available from September 1<sup>st</sup>–February 28<sup>th</sup> for any given audit year. **The availability of the test until February 28<sup>th</sup> is for administrative purposes only and the test must still be completed on or before January 31<sup>st</sup> (as part of the Quality Assurance records due date).** The QA Test will be a 100-question multiple-choice, open-book test and will be available in English and in French. Registrants will be permitted up to two and a half hours to complete the QA Test. Based on accepted examination guidelines, reasonable question/time ratio is 1 minute per question. It is designed to ensure that registrants have sufficient knowledge of dental hygiene theory and practice

by asking them to answer knowledge (20%–30% of test), application (45%–55% of test) and critical thinking (20%–30%) questions. Each question stem will refer to only one question and will have three or four multiple-choice options associated with it. There will not be any case studies that require you to answer multiple questions.

**Please note:** While the QA Test is 100 questions, only 90 questions will be scored. The QA Test contains 10 experimental questions that are being assessed for future use. Answers to these experimental questions will not count toward the final score.

The table below outlines the QA Test blue print.

Competencies	Percent of Exam	Knowledge Questions Per Test (20%–30%)	Application Questions Per Test (45%–55%)	Critical Thinking Questions Per Test (20%–30%)
Community Health	5	1–2	2–3	1–2
Emergency Protocols	7	1–2	3–4	1–2
Health and Safety/WHMIS	5	1–2	2–3	1–2
Infection Prevention and Control	22	5–7	10–13	5–7
Pharmacology	7	1–2	3–4	1–2
Process of Care	20	4–6	9–11	4–6
Professionalism/Communication	7	1–2	3–4	1–2
Radiography (Exposure and Interpretation)	5	1–2	2–3	1–2
Special Needs/Medically Compromised	7	1–2	3–4	1–2
Jurisprudence/Ethics/Record Keeping	15	3–5	6–9	3–5
<b>Totals</b>	<b>100</b>	<b>20–30</b>	<b>45–55</b>	<b>20–30</b>

## How Can You Prepare for the QA Test?

The questions will be based on knowledge, skills and judgment needed to practise dental hygiene competently. Therefore, the following may be useful in helping to prepare for and take the exam:

- Any current dental hygiene textbook and/or dental hygiene review book
- CDHO Registrants' Handbook
- CDHO's Jurisprudence Education Module
- CDHO Drugs in Dental Hygiene Practice Course
- CDHO Knowledge Network
- CDHO Guidelines

- CDHO Legislation and Bylaws
- *Milestones* Publications
- Dental Drug Reference

**Please note:** The QA Test may include questions about the administration of local anaesthetic. Although this topic may not have been taught in Ontario when many currently practising dental hygienists graduated, it is now included as part of the curriculum in Ontario dental hygiene schools, thus, questions regarding the administration of local anaesthetics may be encountered when completing the QA Test. **CDHO**

<sup>1</sup> <http://yas.getyardstick.com/what-is-a-psychometrician-finally-youll-know/>



# Recent Discipline Decisions



## Mr. Alexandru Tanase

In or about April, June, September, December 2015 and March, June, August 2016, Mr. Alexandru Tanase, who had been a registrant of the College of Dental Hygienists of Ontario (the College) since October 2012, treated a client with whom he was engaged in a sexual relationship.

On April 23–24, 2018, the Discipline Committee of the College conducted a discipline hearing regarding this conduct. Mr. Tanase raised a Constitutional question in which he challenged the constitutionality of s.51 of the *Health Professions Procedural Code*, which requires revocation of a health professional's registration where the health professional is found to have sexually abused a patient.

The Panel found the provision above to be constitutional. The panel then found that Mr. Tanase had committed acts of misconduct, in that he treated the client while engaged in a sexual relationship with that client.

The Discipline Committee delivered a written reprimand to Mr. Tanase and directed the Registrar to revoke Mr. Tanase's certificate of registration immediately. After a period of five (5) years, Mr. Tanase may apply to the College to reinstate his certificate of registration. Mr. Tanase was ordered to pay \$35,424.84 in costs to the College.

Mr. Tanase has appealed the decision of the Discipline Committee to the Divisional Court. It is anticipated that the appeal will be heard in early 2019. Mr. Tanase's revocation has been stayed by the Court while the matter is under appeal.

## Ms. Samantha Wehrle

On July 24, 2018, a panel of the Discipline Committee of the College of Dental Hygienists of Ontario (the "panel") held a public hearing to decide whether Ms. Samantha Wehrle had engaged in professional misconduct by providing treatment to her spouse.

At the conclusion of the hearing, the panel delivered its finding and penalty order orally and in writing, with written reasons to follow. The panel decided that Ms. Wehrle had engaged in professional misconduct, and ordered that Ms. Wehrle appear before a panel of the Discipline Committee to be reprimanded with the fact and summary of the reprimand to appear on the public register, and that the Registrar revoke Ms. Wehrle's Certificate of Registration effective immediately.

The panel also ordered Ms. Wehrle to pay \$750.00 in costs to the College within six months of the hearing on or before February 24, 2019. **CDHO**

## The CDHO Knowledge Network

Find the clinical information you need at: [www.cdho.org](http://www.cdho.org)



63 Advisories, 93 Factsheets on conditions from the following groups:

- Addiction • Brain and Nervous System
- Cardiovascular System • Chemotherapy and Radiation Therapy
- Endocrine Disorders • Gastrointestinal System
- Genetic Disorders • Hemic and Lymphatic Diseases
- Immune System • Infectious Diseases • Mental Illness
- Musculoskeletal System • Nutritional and Metabolic Disorders
- Oral Conditions • Physiological Conditions
- Respiratory System • Urogenital System • Other

# Updates to the Public Register

## New Registrants

June 16, 2018 – September 30, 2018

Abell, Leslie	019469	Chase, Arielle	019552	Hammoud, Souad	019667
Ahmadiankalati, Sima	019708	Chaudhari Alias Patel, Abhiraj	019662	Hancey, Brianna	019522
Ainley, Jennifer	019586	Chauvin, Shayla	019589	Hannah, Mackenzie	019572
Al-Ajeali, Zinah	019633	Cherian, Kristylyn	019513	Harkins, Brittany	019571
Al-Awosi, Farah	019424	Chung, Sarah	019559	Harper, Kayla	019433
Albert, Stéphanie	019421	Citter, Jordana	019567	Harris, Nicole	019573
Alexander, Larysa	019696	Clarke, Ashleigh	019629	Hébert, Natalie	019545
Amar, Nitasha	019520	Coda, Rosella	019509	Hebert, Sylvie	019690
Amoah, Priscilla	019707	Cogswell, Toni	019658	Herbin, Crystal	019626
Anderson, Paige	019533	Collett, Julia	019406	Herrada Jimenez, Lianet	019434
Anger, Abigail	019430	Corak, Marissa	019650	Hirji, Sakina	019664
Archibald, Ana	019583	Costellis, Angela	019605	Holmes, Lynda	019465
Arellano, Cheryl	019554	Cribbie, Jennifer	019694	Horner, Hannah	019538
Argiropoulos, Alycia	019537	Cronin, Lauren	019462	Howell, Tristan	019458
Arquette, Dana	019451	Crosthwait, Colleen	019506	Hutchinson, Rebekah	019598
Astgen, Mikayla	019442	Cushman, Skye	019726	Hyland, Jordan	019718
Badali, Linda	019550	Czajkowski, Leah	019709	Ibrahim, Samantha	019446
Baker, Stephanie	019570	DaCosta, Chantelle	019602	Ingram, Cassidy	019443
Baldo, Emily	019653	Dawale, Fatuma	019721	Jain, Salina	019566
Balon, Nicole	019485	De Los Santos, Rosemary	019727	Jamaly, Fatema	019710
Barbeau, Melanie	019542	Dejamco, Venus Mae	019640	Jamieson, Brittany	019419
Barbosa Cruz, Lyna	019606	DeMers, Morgan	019670	Janes, Brianna	019687
Bardswich, Jennifer	019663	Dervishi, Aurela	019693	Jarman, Jaden	019474
Batres, Karla	019652	Devoni, Elysha	019591	Jean, Mercedes	019647
Beaupre, Melissa	019432	Dhillon, Jaskiran	019460	Jesse, Megan	019475
Belair, Johnathon	019691	Dorakovska, Aleksandra	019623	Jethva, Vibhuti	019576
Belcourt, Jensen	019501	Drouin, Emilie	019431	Johnson, Rachel	019473
Bell, Alicia	019528	Duffy, Brianna	019666	Johnson, Shelby	019683
Bellan, Vanessa	019544	Duong, Eva	019644	Kacmar, Dominic	019722
Bemister, Lacey	019562	Dupuis, Brittany	019487	Kallinteris, Niki	019671
Binette, Stéphanie	019507	Ellis, Dayna	019468	Kalmar, Alana	019600
Bloise, Athena	019719	Escoffery, Laura	019536	Kaml, Hala	019411
Bodiwala, Esha	019723	Etbina, Mustafa	019435	Kamstra, Katrina	019427
Boisvert, Myriam	019483	Farhat, Rayane	019704	Kanash, Manal	019643
Bordi, Shelby	019648	Fellows, Robin	019467	Karimi, Dina	019489
Bortolotto, Camille	019488	Fenton, Michelle	019517	Karlinski, Sara	019561
Bos, Katelyn	019577	Fidler, Brittany	019608	Kasubeck, Dana	019510
Bowers, Leah	019416	Firnkies, Shannon	019674	Keisar, Shelly	019496
Brady, Tara Lynn	019417	Fischer, Alexandra	019625	Keith, Edyn	019486
Braun, Jamie	019422	Flores, Carlos	019682	Kenneth, Danielle	019499
Bray, Sabrina	019491	Forsyth, Jerrica	019560	Khosravi, Farnaz	019505
Bronstein, Meagan	019661	Fortier, Jamie Lee	019516	Kim, Sonya	019437
Brown, Brittany	019428	Fournier, Miranda	019476	Kirlew, Stacy-Ann	019541
Brown, Caitlin	019495	Frangakis, Savanna	019669	Klein, Halle	019631
Brown, Jaden	019651	Fuller, Jennifer	019482	Klym, Jenna-Rae	019532
Browne, Mitchell	019555	Gardiner, Jordyn	019471	Kontturi, Cassidy	019595
Brust, Emily	019569	Garisto, Christine	019613	Kostetkaia, Reghina	019587
Buragina, Merisa	019519	Gaudreau, Julie	019638	Kuo, Elisabeth	019524
Burrell, Quanda	019677	Genest, Alexandre	019553	Labranche, Sarah-Lynn	019498
Buzzi, Caitlyn	019445	Ghuman, Manjit	019494	Labreche, Amanda	019660
Campbell, Samantha	019444	Giamberardino, Gina	019675	Labrie Larabie, Ariane	019426
Campwala, Azba	019585	Gill, Komal	019630	Lacasse, Cloe	019714
Carneiro, Natalie	019646	Gill, Ravleen	019551	Lacroix, Natasha	019607
Castejon, Rucciana	019614	Gillingham, Melissa	019448	Lagarde, Brigitte	019632
Chan, Leah	019616	Giurgiu, Maria	019720	Lakic, Anita	019695
Chan, Shirley	019527	Gongora, Cristian	019678	Lamarche, Courtney	019645
Chand Rawal, Uma	019705	Gossmann, Erika	019620	Lamb, Megan	019438
Charlebois, Rachel	019480	Goudreault, Hunter	019447	Lamoureux, Sara	019655
		Griffore, Lauren	019518	Lao, Lauren	019415
		Gultekin, Derya	019612	Lawlor, Erin	019543
		Halm, Lawre	019464	LeBlond, Briana	019481

L'Ecuyer, Dominique	019701	Ramos, Yasmin	019540	Wu, Suhua	019703
Lee, Nicole	019615	Randell, Ashley	019654	Yu, Hiu Ka	019668
Lefebvre, Celeste	019634	Rasie, Michelle	019593		
Lefebvre, Miranda	019497	Rattray, Jade	019713		
L'Heureux, Dee-Anna	019609	Read, Hailey	019440		
Li, Lu	019716	Rheault-Gendron, Laurianne	019514		
Lin, Joyce	019463	Richard, Nicole	019611		
Lin, Susanne	019502	Rodgers, Caroline	019582	Abbott, Janice	001320
Lukic, Donatela	019521	Rose, Alexis	019478	Abbott, Jillian Shelley	010051
Luu, Kien	019531	Russell, Jill	019725	Abbott, Larissa	007826
M Pur, Najla	019622	Saberian, Faranak	019712	Abbou, Esther Sylvia	006332
MacFarlane, Shannon	019717	Sabic, Dajana	019439	Abdalla, Mariam	012847
MacLeod, Carly	019627	Sadeddin, Saadi	019685	Abraham, Shelby	018978
Mahusky, Holly	019515	Saffee, Nafeera	019680	Adamec, Kelly Susan	005716
Majchrowicz, Lucas	019418	Saksathian, Wimonlak	019601	Adams, Ashley Sarah	015006
Mance, Cressida	019636	Salvador, Allyssa	019617	Adams, Crystal Joy	010326
Mannarino, Stephanie	019592	Samayoa, Thalia	019492	Adams, Maureen Anne	002853
Marinescu, Marinela	019410	Sandzewicz, Ilona	019665	Adebar, Carmen Margarete	004204
Markovich, Marissa	019688	Saulnier, Julia	019578	Adiwinata, Suzana	007417
Martinook, Sarah	019490	Sawler, Yvette	019590	Afra, Atena	017183
McInnis, Erin	019429	Schihl, Brooke	019525	Agozzino, Nicolina	002806
McIntyre, Brianna	019724	Schroeder, Emily	019610	Agranovitch, Liubov	010880
McShannock, Rachel	019452	Seo, Boungh Hyoun	019635	Aguanno, Christine Doris	010244
Medrano, Kristen	019657	Sferrazza, Erica	019454	Aguila, Cleotilde	011955
Mengboupah, Janny	019539	Shamba Esambo, Ruth	019603	Ahmed, Fatema	018726
Merkouris, Nektaria	019679	Shanmuganathan, Madhumita	019548	Ahola, Drue	018975
Mignault, Erika	019466	Sharma, Devika	019534	Ainsworth-Ball, Holly Elizabeth	017186
Mihajlovik, Ivana	019563	Sia, Clifford	019702	Al-Awosi, Farah	019424
Millicheap, Kayla	019511	Silva, Bianca	019407	Aldeias-Brito, Amanda Da Costa	011897
Mizzi, Kimberly	019547	Simington, Alexis	019656	Alexander, Julie	001245
Mizzi, Stephanie	019436	Siraj, Syed	019596	Algh, Aalamjeet Kaur	012933
Modi, Manal	019472	Skeete, Chelsie	019706	Allain, Corinne Catherine	008225
Mungham, Erin	019461	Slootweg, Victoria	019557	Allan, Patricia Diane	004956
Muthupillai, Pavithra	019574	Smallman, Diana-Lee	019412	Allardyce, Merril Christine	001679
Nadeem, Maryum	019423	Smith, Mikala	019546	Allen, Heather Dianne	008341
Nargaski, Newsha	019584	Snowden, Jessica	019508	Allen, Jennifer Lynne Marie	009866
Neupane, Sujana	019565	Sokcic, Anja	019526	Allen, Lorie Ann	002099
Nguyen, Chau	019449	Sousa, Isobella	019699	Allen, Meghane Elizabeth	012115
Nguyen, Ngoc	019711	Spurrell, Savanna	019659	Allen, Shannon	012892
Nolasco, Rizzel	019453	Sritharan, Srija	019564	Aloia, Lina Denise	011269
Nsekanabo, Hope	019597	Stephan, Chantelle	019580	Al-Ramahi, Razan	018294
Omer, Sumaira	019558	Stevens, Brittany	019692	Althabteh, Dania	018412
O'Neil, Shelbi	019628	Stewart, Kirsten	019409	Alyea, Lucy Anne	003639
Ong, Christopher	019450	Stojnic, Tanja	019686	Al-Zubaidi, Nadia	014282
Osborne, Brittany	019672	Storie, Brittany	019575	Amershi, Shenifa	011746
Osmanovski, Perian	019456	Swiderek, Emily	019624	Amiri, Marija	017953
Ouellet, Melissa	019493	Syed, Tayyaba	019689	Anderson, Karen	002392
Ouellette, Victoria	019594	Taylor, Marisa	019504	Anderson, Leycee Morgan	018076
Palmer, Kelsey	019512	Taylor, Sarah	019441	Anderson, Michelle Joyce	005187
Panchal, Aarti	019684	Thomas, Anastasia	019697	Anderson, Paige	019533
Papiland, Tablo	019568	Tremblay, Genevieve	019698	Angelini, Christina	010802
Paragh, Sheryl	019588	Tsandelis, Rebecca	019420	Angeloni, Constance Fern	003485
Parcon, Jonilyn	019618	Tse, Bridget	019457	Annis, Michelle Therese	005648
Patel, Dimpal	019523	Uszynski, Kyle	019529	Apostol, Marilou	012388
Patel, Juleen	019649	Veilleux, Sara	019604	Apothecary, Kristen Marie	012202
Patel, Sejal	019549	Verkaik, Skylynn	019581	Aquino, Margarita	018878
Patistas, Eustacia	019621	Verreault, Abby-Gail	019477	Arbuckle, Jennifer Marie E	009675
Perley, Kelsey	019715	Vidak, Megan	019641	Archer, Pamala Lee	005553
Persaud, Seemona	019413	Vidal, Evelyn	019408	Arches, Shealtiel Bidiones	015745
Pester, Amy	019681	Volpe, Shanna	019637	Arduini, Venessa	017337
Pinder, Jahmeilia	019728	Volt, Hannah	019503	Arellano, Cheryl	019554
Pisec, Kimberly	019484	Vu, Ashley	019556	Arevalo Puerto, Nubia Fernanda	008372
Poirier, Ashleigh	019414	Wall, Danyka	019642	Argiropoulos, Alycia	019537
Popalzai, Zahra	019459	Wander, Aniljot	019535	Arif, Mehreen	018047
Potter, Baylie	019579	Wang, Zhixin	019479	Arkison, Danielle Leigh	015503
Pozniak, Natalie	019500	Warren, Casey	019425	Armitage, Amy	013039
Pye, Antonia	019676	Weeks, Taylor	019673	Armstrong, Heather Anne	016261
Quilates, Elysa	019530	Weisflock, Chelsea	019455	Armstrong, Krystle	010535
Quintero, Laurens	019700	Wheaton, Amber	019599	Arnott, Caroline	009081
Ramos Payan, Jorge	019619	Williams, April	019639	Arruda, Maria Olga	009878
		Williams, Courtney	019470		

## Authorized Prescribers List

June 16, 2018 – September 30, 2018

Abbott, Janice	001320
Abbott, Jillian Shelley	010051
Abbott, Larissa	007826
Abbou, Esther Sylvia	006332
Abdalla, Mariam	012847
Abraham, Shelby	018978
Adamec, Kelly Susan	005716
Adams, Ashley Sarah	015006
Adams, Crystal Joy	010326
Adams, Maureen Anne	002853
Adebar, Carmen Margarete	004204
Adiwinata, Suzana	007417
Afra, Atena	017183
Agozzino, Nicolina	002806
Agranovitch, Liubov	010880
Aguanno, Christine Doris	010244
Aguila, Cleotilde	011955
Ahmed, Fatema	018726
Ahola, Drue	018975
Ainsworth-Ball, Holly Elizabeth	017186
Al-Awosi, Farah	019424
Aldeias-Brito, Amanda Da Costa	011897
Alexander, Julie	001245
Algh, Aalamjeet Kaur	012933
Allain, Corinne Catherine	008225
Allan, Patricia Diane	004956
Allardyce, Merril Christine	001679
Allen, Heather Dianne	008341
Allen, Jennifer Lynne Marie	009866
Allen, Lorie Ann	002099
Allen, Meghane Elizabeth	012115
Allen, Shannon	012892
Aloia, Lina Denise	011269
Al-Ramahi, Razan	018294
Althabteh, Dania	018412
Alyea, Lucy Anne	003639
Al-Zubaidi, Nadia	014282
Amershi, Shenifa	011746
Amiri, Marija	017953
Anderson, Karen	002392
Anderson, Leycee Morgan	018076
Anderson, Michelle Joyce	005187
Anderson, Paige	019533
Angelini, Christina	010802
Angeloni, Constance Fern	003485
Annis, Michelle Therese	005648
Apostol, Marilou	012388
Apothecary, Kristen Marie	012202
Aquino, Margarita	018878
Arbuckle, Jennifer Marie E	009675
Archer, Pamala Lee	005553
Arches, Shealtiel Bidiones	015745
Arduini, Venessa	017337
Arellano, Cheryl	019554
Arevalo Puerto, Nubia Fernanda	008372
Argiropoulos, Alycia	019537
Arif, Mehreen	018047
Arkison, Danielle Leigh	015503
Armitage, Amy	013039
Armstrong, Heather Anne	016261
Armstrong, Krystle	010535
Arnott, Caroline	009081
Arruda, Maria Olga	009878



Asadoorian, Joanna	003983	Beck, Kellie Ann	017542	Borne, Leilani Harmony	008299
Ash, Krystina Marie	008954	Beckford-Nickie, Leonie Evadney	007370	Bortolon, Louise	001530
Asif, Muhammad	019127	Bedard, Natalie Lynn	005536	Bouman, Jennifer Robyn	007467
Asling, Jannette Lee	004640	Bedard, Valérie	015890	Bowers, Leah	019416
Assadzada, Zohra	014030	Bedford, Devon Catherine	011167	Boyчук, Ashlee Joan	011607
Asselin, Patricia Elizabeth	011688	Bedi, Ramneek	018225	Boyd, Elise Noel	016908
Atwal, Tarandeep Kaur	010588	Beggs, Nicolena	016829	Bradfield, Laura Jane Katherine	013700
Aubut, Jessica Lee	007490	Behrouzi, Elham	006805	Braham, Dayna Kae	006082
Auciello, Ashley Grace	009274	Bekhti, Oumnia Zahra	010275	Brahimi, Elda	013216
Auguste, Diana	011360	Belanger, Julie Marie-Ève	008034	Brain, Jessica	009542
Augusto, Joseph	015569	Belanger, Kelly-Ann	016092	Branch, Cara	010794
Aulakh, Kiranpreet Kaur	011284	Belisle, Katelyne	018922	Branch, Whitney Lee	012624
Austin, Cynthia	001376	Belkabir, Salma	018354	Brand, Melanie Joyce	006450
Awada, Hiba	019024	Bell, Amber-Leah Vanessa	013656	Brasier, Joanna	005726
Awadia, Zahara	012910	Bell, Robynne	015158	Brassard, Tania	006190
Awan, Naila Tabassum	016540	Belsito-Grbich, Christine	003340	Brawn, Rachel	019256
Ayala, Christine Lynn	005881	Belsky, Nicole Stephanie	013791	Braylann, Holly Dianne	005552
Ayoub, Lara	018287	Bemister, Lacey	019562	Breen, Jane	013754
Aziz, Olivia	010270	Benacquista, Jessica	016788	Bremner, Melissa Lynn	010723
Babahadi, Hengameh	016188	Benacquista, Stephanie Rita	017711	Brennan, Blake MacKenzie	018070
Babich, Nancy	006499	Bene, Laurie Ann	006346	Brenner, Mihaela	010228
Babiuk, Jennifer Lori	014086	Bennett, Janice Louise	004806	Bresee, Paul Douglas Robert	008296
Badali, Linda	019550	Bennett, Kelly Nadine	007385	Breton, Melissa Jane	010554
Badgerow, Cheryl Leah	004549	Bennett, Meaghan	017037	Brill, Julia Lynn	008872
Baek, Song-e	016396	Benson, Andrew Kenneth Ian	012066	Broadhurst, Cynthia Adele	008767
Bailey, Angela Coreen	007485	Benton, Brooke	018195	Brodie, Diane Marie	003031
Bailey, Barbara A	003654	Benvenuti, Amy Jean	010436	Brooks, Becky Jane	007014
Baillie, Safana Suneeta	008746	Bermudez, Regina Carissa Flores	015171	Brophey, Erin Lorena Joan	011927
Bains, Parvinder Kaur	009605	Bertrand, Marie Florence Nathalie	004029	Brown, Caitlin	019495
Baird, Jenna	017856	Bertrand, Stephanie	008862	Brown, Kellie Lyn	014213
Bajwa, Pawanpreet Kaur	011600	Berube, Francoise Jeanne	004611	Brown, Tess Katherine	017495
Bakalar, Janelle Sara	011181	Best, Janine	018842	Browne, Karen	009479
Bakalova, Plamena	014508	Bezaire, Nicole	018942	Browne, Sharon Michelle	
Bakas, Dimitra	016062	Bhatia, Aditi	019371	Miller Rainwat	011015
Balachandra, Hema Hebbalu	017376	Bhattacharya, Mahua	016892	Broza, Hayley	018323
Baldesarra, Lucia Caterina	009614	Bhimji, Rozina	004515	Brucic, Caroline	008294
Baldwin, Nicola	018694	Bhuller, Navina	007389	Bruneau, Tracie Ann	009759
Bales, Patricia	009223	Bianco, Melanie A	008285	Brunt, Tammy Leanne	004358
Ball, Amanda	018220	Biela, Anna Maria	012643	Brusco, Christina	009276
Ballantyne, Julie	008454	Bieniaszewicz, Katarzyna Ewa	010162	Brust, Emily	019569
Baluyot, Lieann M	014083	Bigras, Kandace	017246	Buchan, Monica Lee Violet	012991
Banner, Meghan Erin	011818	Billone, Melanie Dawn	008148	Buchanan, Carol	003271
Bantten, Samantha	016773	Birch, Jody	016722	Buda, Violetta	014900
Baquiran, Michelle Padasas	018087	Bird-Bright, Andrea Marie	009698	Budge, Tracy Lea	005619
Barbosa Cruz, Lyna	019606	Bishop, Tanya Lynn	006771	Buitenwerf, Alana Brooke	015882
Barbosa, Margarida		Bizouati, Stephanie	019161	Bujold, Kristel Anne	010665
Maria Magalhaes	011542	Bjelic, Amela	007890	Bukacz, Marie	006305
Barkans, Jennifer Nancy P.	016597	Black, Lorraine Sara	007068	Bulajic, Mirjana	011527
Baron, Abigail Nicole	013348	Black, Tina Elizabeth	009050	Bullock, Lael Patrice	003456
Barrera Acosta, Claudia Patricia	017675	Blackburn, Elizabeth Louise	006469	Bundoc, Mischell	019363
Barrett, Cheryl Marie	001761	Blais, Vickye	016268	Buren, Wulanhua	015020
Barros, Patricia Salles Paes De	014983	Blakemore, Brianna	019210	Burke, Tracy Simone	008166
Barth, Natalie Jean	009939	Blanchette, Celine	009988	Burkholder, Elsie Marie	001143
Bartlett, Ashley	013869	Blane, Kristy Liisa	014710	Burnett, Rebecca	009631
Bassam, Sally	018788	Bloom, Leslie Ann	012911	Burrell, Quanda	019677
Bassi, Leasanne	005743	Bly, Melissa Marie	008586	Burt, Lina	011178
Bastarache, Julie	018920	Boccardi, Lidia	005952	Burtch, Courtney Jessica	013450
Bastian, Rebecca	018643	Boglis, Mary	016621	Butler, Susan Elizabeth	005588
Batshon, Georgina	017872	Bois, Veronique	018891	Butters, Manon Lisa	017168
Battisti, Vanessa	007345	Boisclair-Lafontaine, Angélique	019083	Buzzi, Caitlyn	019445
Baumann, Melissa	008165	Bola, Sarabjit Singh	010389	Caballero, Cynthia	011098
Baumann, Stefica	007213	Bolton, Arlene Marie	002967	Cabral, Josephine	007592
Baumgaertner, Rita	013461	Bonacci, Amanda Giuseppina	017830	Cabral, Lauren Courtney	013707
Baumhauer, Rebecca Eileen	013502	Bonneville, Haley	018284	Cabrera, Myla Lugtu	014206
Baxendale, Katrissa Rose	015570	Bonnier, Stacey	018355	Caddey, Stefanie Elizabeth	013175
Bazzi, Rana	013068	Bonucchi-Smith, Barbara Claudia	004607	Caissie, Andrea Lynne	017817
Beale, Trudi-Lynn Marie	006287	Boratto, Tara-Lynn	008259	Callao, Rykah	017131
Beaudry, Kristal	014020	Bordignon, Maria	008854	Calnan, Denise Marie	012103
Beaulieu, Corrine	006395	Borges-Brady, Michelle Maria	008532	Calvo, Stacey Marie	010164
Bechard, Nicole Leah	006939	Borgh, Josie-Ann	013172	Cambay, Janebill	011925

Cambly, Lynn Marie	006151	Chia, Ching An	019134	Cote, Valerie	018740
Cameron Couto, Lyndsey Denise	012220	Chiarello, Sarah Catrina	015962	Cotie, Sandra Lynn	007306
Cammarata, Franca	007480	Chin, Charmain Lamore	017327	Court, Stacey L	008114
Campbell, Lauren	017063	Chin, Katherine	018544	Coutu, Debbie-Anne	006191
Campbell, Leanne Jean	005575	Ching, Sally	005493	Cowan, Jennifer Ann	015579
Campbell, Lisa Margaret	005428	Cho, Eun Jae	017079	Cowie, Susan Kathy	004970
Campbell, Michelle Karen Anne	017799	Choi, Melissa Lai Ting	015224	Craig-Pettem, Lindsay Ellise	013394
Campbell, Patricia Ellen	002592	Choi, Seojin	017162	Cran, Nancy Maria	005135
Campbell, Patricia Lynn	002220	Choo, Lin-Chiet	011645	Cranston, Joanne Patricia	004386
Campbell, Samantha	019444	Choragwicki, Aldona Ewa	010652	Crawford, Christine Jennifer	013225
Campbell-McConnell, Ashley	010016	Chou, Tina Daisy	014780	Crewson, Amanda Rose	016922
Cao, Anththy Eden	014339	Chow, Amy Ting Wai	014332	Crisol, Margareth Angeli	017754
Cape, Kelci Leanne	017792	Chow, Diane	004289	Cristello, Natiya	014556
Caporale, Jennifer Ann	009660	Chowdhury, Zehra Tabassum	014948	Croisier, Cora	018209
Carlini-Beers, Lisa Giuseppina	005046	Choy, Ann-Marie See Wai	012122	Crosby-Malloy, Christine Dora	005956
Carneiro, Natalie	019646	Christiansen, Samantha		Cross, Brittany Joy	016334
Carniel, Laura	003273	Marie Marilyn	016645	Croy, Stephanie Elizabeth	008921
Carr, Melanie Lynn	014842	Christie, Katelyn	018231	Cruz, Alexis Diorella	013706
Carroccia Papakonstantinou, Giovanna	005134	Christodoulou-Derlis, Katharina	007082	Cruz, Mary Fatima Gutierrez	017557
Carroll, Anna Teresa	005998	Chua, Tanya Justine C.	014162	Cuary, Gloria Odicia	018113
Carson, Samantha	019250	Chung, Lesley-Ann Melody	011136	Culbert, Marcia Anne	002629
Carswell, Suzanne	014650	Chung, Sarah	019559	Cullen, Nora	019322
Carter, Casey Becky	016870	Chuong, Angelina	016931	Cumming, Kristin	014321
Carullo, Theresa	007915	Ciampaglia, Amanda Lee	018061	Cummings, Erin	018268
Carvalho, Martha Patricia	012751	Ciancio, Inesa Marie	004055	Curlew, Caitlyn	014473
Carvalho dos Santos, Amanda	014537	Ciccarelli, Kimberly Ann	007772	Curovic, Ana	010952
Carvalho, Veronica	019299	Cifuentes Alvarez, Yanneth Mireya	010550	Currie, Amy Marie	011153
Cassidy, Brittany	018188	Cilia, Mina Antonella	017731	Curtiss, Jennifer Maureen	012156
Cassim, Maheen	013446	Cino, Erica	017400	Cutmore, Stephanie	019151
Cassista, Nicolle	019268	Citter, Jordana	019567	Cuzzolino, Emily Felicia	013221
Catalfo, Liliana	003346	Clark, Barbara Ann	010261	Czeto, Katarzyna Krystyna	010432
Cauchy, Sherilyn Valerie	014736	Clark, Cynthia Loretta	009456	Da Costa Capitaio, Raquel	017690
Causevic, Jasmina	012647	Clarke, Heidi Elizabeth	017999	Da Costa-Moore, Tabatha	
Cavallaro, Rosella	008202	Clarke, Tisann Valitha	014293	Kristal Malisa	009713
Cerroni, Sonia	015398	Clements, Baubie Leigh	006664	Da Silva, Isabel Maria	009239
Chabot, Diane Edna	004545	Cline, Jodi Lynn	010427	Da Silva, Jessica Celeste	016266
Chachura, Barbara	013742	Cloutier, Tamara Lynn	008326	da Silva-Couto, Kortni	014192
Chalifoux, Dawn Marie Chantal	010606	Coates, D'arcy Sarah McKay	008661	Dacosta, Alexandra	018410
Chalifoux, Marie Emma Nicole	002274	Cochrane, Erin Lindsay	011950	Dadfar, Shukria	013792
Chan, Krystal	018829	Coda, Rosella	019509	Dadwan, Gurneet Kaur	017864
Chan, Leah	019616	Cohen, Lauri Mira	014680	Dafos, Tammy A	008103
Chan, Long Yan	013140	Colaiacovo, Holly Ann	010006	Dagg, Leanne Mary Delores	007222
Chan, Shirley	019527	Colbourne, Victoria	001809	D'Aguiar, Rebecca Maria	011347
Chan, Wendy Ching Wai	017696	Cole, Shannon Marie	009746	Daigle, Cathy Frances	006750
Chani, Sunit	017298	Collins, Julie Ann	002600	Daigle, Melissa Linda	011376
Chapman, Hailey Jessica	017738	Collins, Melanie Dawn Glenda	013080	Daize, Danielle E	008142
Chapman, Kelly Anne	016260	Collins, Tabitha Ginette	011266	Dakin, Linda Marie	003228
Chaput, Isabelle	017672	Commodore, Lorianne Michelle	013404	D'Alessandro, Sabrina Carmelina	017619
Charbonneau, Lucy	007690	Conforti, Cristina Marie	017010	Daley, Marsha Odette	009248
Charland, Alycia	018173	Connelly, Wendy	003641	Daly, Rachel Kristine	014512
Charlebois, Amber	017319	Connolly, Julia Carrie	017929	Danial, Rafah	014902
Charlebois, Rachel	019480	Consoli, Barbara Marie	005312	Daniels, Agata Daniela	013462
Charles, Karen Heather	014573	Constantino, Maria Cecilia	011100	Darrous, Mary Therese	010107
Charron, Megan	016091	Cook, Candice	011340	Datoo, Fatimah	011809
Chartrand, Amanda Nadine	017136	Cook, Julie Ann	004931	David, Gloria Ysabelle	018252
Chartrand, Christina Patricia	007076	Cook, Kerry	008884	Davidson, Brenda	004021
Chartrand, Susan Elizabeth	001156	Cooper, Brittany Jean	018060	Davies, Sarah Ann	014075
Chatterjee, Rita	009439	Cooper, Jennifer Lyn	008253	Davoli, Cara	019155
Cheesmond, Kathleen Erin	008492	Copeland, Jaclyn Marie	010109	Davtyan, Lilian	018516
Chelchowski, Andrea	018821	Coppaway, Nicole Anne	012251	Dawood, Diana	013835
Chelstowska, Arletta	007295	Coppens, Nicole Elizabeth	013900	Day, Robyn Alice	015917
Chen, Li Moy	011636	Corbett, Dawn Adrienne	014559	Daya, Karima Abdulrahim	
Chen, Liling	014211	Cordick, Brianna	018189	Issa Merali	011051
Chen, Szu-Ju Tiffany	012716	Coronado, Lyza Tabanas	017758	Dayton, Sara Jean	014266
Chen, Tao	011270	Correa, Cheryl	009581	De Groot, Marla H	008066
Chestnut, Nicole	018837	Correia, Suzy	010898	de Jourdan, Jennifer Lynn	010404
Cheung, Helena Siu-Yean	009647	Cortez, Agnes Magana	015386	De Marchi, Francine E	001563
Cheung, Ka Yen Irene	012310	Cortez, Czarina	019342	De Souza, Charlene Marie	014276
Cheung, Lisa	018846	Costantiello, Giuseppina	012064	de Wit, Carly	016255
		Cote, Elisha	012868	Dean, Terri Lynn	014786

DeBernardi, Alannah Joan	014785	Douglas, Genevieve	018797	Fazari, Daniela	008185
Deckers, Taralyn Marie	015268	Downey, Miranda Debra	011237	Fejes-Smith, Irene	004808
Defields, Sara	017976	Draper, Kristen	018571	Felipe, Donna Marie	016400
Deganis, Marlene M	003275	Drennan, Ansley Irene	014441	Felix, Vanessa Janel Nasha	016806
Degazio, Mia Tara	007676	Dresar, Meghan Teak Abigail	014348	Fendrikov, Janna	012316
Dejamco, Venus Mae	019640	Driver, Kayla	015009	Fenn, Janice Lynn	006881
Deleeuw, Emily Chantelle	016248	Drong, Dana	010259	Ferguson, Bria Sonja	017663
Delos Angeles, Aiko Resurreccion	017264	Duan, Wei-Cong	017783	Ferguson, Kelly Jane	007086
DeLuca, Karen	009160	Duarte, Jessica	019355	Fernandez-Jackson, Millicent Rachel	007792
Demers, Linda Elizabeth	008265	Duench, Jaimie	018254	Ferraro, Angie	003101
D'Emilio, Tanya	009611	Duffenais, Heather Lynn	012262	Ferreira, Gina Brenda	018086
Denchfield, Jeannette S	005796	Duggal, Savita	017851	Ferrera, Maria	003941
Deng, XiXi	014691	Duke, Anna Marie	017637	Ferrera, Stephanie	011572
Denis, Roxanne	007172	Duke, Jillian Leigh	016239	Ferruzzo, Karla	015160
Dennis, Kerri Lynn	004340	Dumelod, Irmagay	012875	Feruelo Miller, Roanna	014253
Deol, Sukhjeet	014286	Dumoulin, Kristy Lyn	009776	Fiacco-Crecco, Nadia	006798
Deol, Tina	018701	Duncan, Kara Marie	005166	Figliuzzi, Rosella	006958
Deras, Tania Aricel	014469	Dundas, Krista-Anne	006628	Figueiredo, Sandra Christina	012234
DeRose, Mara	002233	Dundas, Shannon	010045	Filazzola, Amanda Marie	010110
Derro, Leslie Lynn	003445	Dunkley, Alysa	019340	Filice, Claudio	004147
Dervishi, Aurela	019693	Dunlop, Stephanie Ann	017622	Fisher, Krista Danielle	017460
Desbiens-Laberge, Jennie Lee	017807	Dunn, Gillian	005783	Fitzgerald, Kaysee Leanne	010431
Deschatelets, Barbara Ann	014233	Dunsby, Sarah	018638	Flaherty, Michelle Denise	009039
Desroches, Alisha Carole Marie	017808	Dunton, Cathie Alana	010327	Fleming, Natasha	015073
Devine-Silva, Brooke Elizabeth Marie	017497	Duong, Michelle	013372	Flores, Monaliza Dayao	017934
Devieger, Ashley Christina	018144	Duong, Salina	017849	Foden, Kendra Dianne	007372
DeWal, Samantha Shannon	017640	Durnin, Andrea	014088	Fontaine, Melanie Joan	003707
Dewhirst, Tobi Ann	006926	Dwyre, Alicia	013820	Ford, Michelle	004680
Dhaliwal, Beatriz	009577	Dykins, Hayley Diane	018122	Fortier, Jamie Lee	019516
Dhaliwal, Daljit	007182	Eacott, Jennifer	009051	Fossatti, Tracey	019257
Dhaliwal, Gurjeet Kaur	018022	Eagles, Jennifer L	007431	Fouladi, Behnaz	017982
Dhalwani, Nimet	003937	Eailey, Keshia Monica Camille	013010	Fourmouzis Kapetanios, Panagiota	004432
Dhamrait, Bindi	003766	Earley, Stephanie Mitzi	013110	Fournier, Chantal Jeanne	015831
Dhandhari, Yulawattie	009622	Eberly, Nicole	019131	Fournier, Lara J	007762
Dharamshi, Aliya	015810	Edson-Frauts, Cathy	001752	Fournier, Teresa Leonora	007641
Dhillon, Jaspreet Kaur	015808	Edwards, Karen	001521	Francis, Eva	016688
Di Luca-Andrew, Jenny Lee	010374	Elejel, Mary	011439	Francis, Germaine	011449
Di Natale, Susanna	011205	Elliott, Larissa Mary	017989	Francis, Joanne Beryl	004827
Diaz, Melita	015429	Elliott, Stacey	019094	Fraser, Kyle	011742
Diaz-Sutcliffe, Nayrita Ayrine	010068	Ellis, Kathryn Margaret	013165	Fraynak, Natasha	015103
DiBiagio, Catherine Emily	013654	Elmi, Sadhia Ismail	016891	Freeman, Jenean	019362
DiClaudio, Chiara	011177	Emond, Heather Dianne	009956	Freeman, Tori	019273
DiFabio, Susan Lynn	007655	Emond, Kim	005797	Freiday, Tracy	015482
DiFonzo, Laurie	004660	Empey, Alisha Dawn	011461	Freitas, Andrea Marianne	010075
DiGiandomenico, Abby	010147	Eng, Linda	004770	Frej, Andria Yolande	009912
Dimaculangan, Gina	011079	Erhardt, Angela Marie	005825	French, Danielle	013321
Dimitui, Maria Joy	013530	Erskine, Althea	012472	Frenette-Ranger, Doris Eliette	004032
Dinatale, Manjinder (Polly) Kaur	009886	Esbaugh, Rachel	016233	Frey, Margaret	007010
Dingwall, Wendy	004741	Espejo, Michelle	006517	Friesen, Kari Alene	009687
Diodati-Kuzak, Ashleigh Ryan	016238	Espenes, Sairah Acia	013984	Frisch, Lisa	007411
Dionisio, Jean-May	017533	Esposito, Pierina	004462	Fritz, Erika Elizabeth	017625
Dionne, Karen Elizabeth	004701	Estacio, Diana Rose Figueroa	010623	Froats, Jessica	013050
Disher, Marianne Elizabeth	010457	Ethier, Roberta	015856	Fuller, Heather Margaret	004424
DiSimone, Pina	006970	Evans, Callie	019259	Funk, Linda M	009305
Dizon, Mariel Layson	010245	Evershed, Kara Lee	005082	Fusarelli, Melissa Susan	012149
Dizon, Mary Grace	008355	Fadel, Shareen	019275	Fyles, Julie Ellen	001183
Do Carmo, Maria Auxiliadora	014197	Fadrigo, Joricor	018688	Gagnon Allaire, Josee Michelle	010561
Do, Dieu Thi	017721	Faiazza, Paula	008596	Gagnon-Perrin, Monique Raymonde	003825
Do, Thi	019145	Faige, Adila	016815	Galazka, Anna	007045
Dobbie, Jenna Kathleen	013173	Fairbairn, Christine	010619	Galick, Andrea G	008514
Dods, Rachel Pamela	017473	Faizi, Falamak	009028	Galinski, Monika	018710
Dodsworth, Mary	003893	Fallavollita, Alicia Nicole	015910	Gallagher, Pamela Ann	005608
Doey, Suham Marie	003319	Fan, Jennifer	015042	Gallant, Lori Joanne	007368
Dolynchuk, Ashley	018204	Farhat, Rayane	019704	Gallo, Carolina	007423
Dominkovic, Ana	011213	Farinaccia, Ioanna	008907	Galloway, Diana	009586
Donaldson, Carieene	018042	Farion, Maxine	008039	Gamache, Savanna Lynn	017635
Donaldson, Courtney Elissa	013659	Farnsworth, Deanne Michelle	009888	Gambacort, Brittany Leanne	011902
D'Onofrio, Teresa Maria	004883	Farnsworth, Denise Lorraine	005263	Gandhi, Parinaaz	016730
Donohue, Justina Ann	013363	Fathers, Karen Elizabeth	001816	Ganton, Sherri-Anne	010054
Dorchik, Arielle Paige	011928	Fay, Susan Nancy	002529	Gao, Lin	018629



Garabellos, Mary	003327	Greedy, Carrie Ann	017679	Hennessy, Elizabeth Michelle	017863
Garapati, Roma Gupta	016962	Green, John	018783	Hering, Diane Elizabeth	002393
Garas, Nora	009256	Greenberg, Roza Debra	002125	Hermack, Sharon Lee	004702
Garcia Diaz, Laura	019390	Greene, Linda Lorraine	002686	Heroux, Eva Jessie	004406
Garcia, Carol Viviana	017451	Greenlee, Danielle A	008209	Herrada Jimenez, Lianet	019434
Garcia, Shelby	018813	Gregory, Chrisoula	011549	Herrera-Di Santo, Alicia Anabelle	010211
Gardiner, Jordyn	019471	Grey, Marlene	010112	Hersey, Nancy	004665
Garland, Kacey	009708	Groot, Sarah Rose	009794	Hess, Suzanne Lynn	005352
Garneau, Ashley Nicole	012425	Guan, Jing	012336	Hewett, Julie Eileen	017035
Gashi, Eliza	018642	Guayasamin-Santos,		Hewlett, Ashley	016602
Gastman, Ellen Marie	002454	Guay Michelle	009187	Hewlett, Danielle Amber	016744
Gauthier, Wendy Jean	007232	Guérin, Gisele Alice	005235	Heywood, Laura Alexandra	015984
Gawel, Dominika Anna	011736	Guevara Moreno, Lida Estella	011999	Hickey, M Jane	002711
Gemma, Jennifer Lynn	014829	Guillemette, Julie Joanne	006398	Hicks, Sarah Louise	007402
Gentile, Julia Anne	018125	Gultekin, Derya	019612	Hiller, Leslie Ann	012596
George, Sarah	018934	Gupta, Suman	003990	Hilliker, Pamela Mary	004725
Georgiopoulos, Alexandra	005309	Gutierrez, Marilyn	019348	Hirdes, Samantha	019370
Geraci, Anna	007171	Gyamfi, Ladie	018847	Ho, Jessica	018361
Ghai, Sheeba	018705	Habas, Natasha Saverna	016427	Ho, Thi Ngoc Diep	010383
Ghilardi, Ada	001655	Hafeez, Amber	014358	Ho, Yin-Hsin Lucy	016585
Ghotbi, Charisse	009889	Hagan, Angela	009371	Hobbs, Amanda Elizabeth	016096
Giammarco, Tiziana	005266	Haggith, Kelly	006341	Hodge, Kathryn	004151
Gielen, Kristina Lynne	006532	Haghighi, Sara	018916	Hoffman, Danielle	008655
Gignac, Jennifer	008531	Haiduk, Natallia	015526	Hogan, Darlene Ann	007112
Gil Guio, Diana Milena	015583	Haji, Farhana	005623	Hogan-James, Colleen Sheila	005836
Gil, Lis Jimena	010167	Hall, Melissa	019058	Hogarth-Mclean, Jordan	018565
Gill, Kamaljeet Kaur	013533	Hall, Morgan Ursula Jayne	011475	Hogg, Kayla Megan	015476
Gillanders, Brenley-Ann	018384	Hall, Nicole Debbie	009193	Holding, Jennifer Lynn	017806
Gillespie-Brant, Bonnie Lynn	006182	Halyburton, Leonie	006223	Holmes, Kathleen	005087
Gilroy, Kaitlyn Elizabeth	014123	Hamdi, Rajaa	008860	Holyoke, Carolyn	019067
Giraldo, Ana Beatriz	012799	Hamilton, Angie Lee	007155	Hong, Zheng	009981
Girard Beadman, Keanna Demia	017788	Hamilton, Christine Eva	001541	Hooper, Elisha Anne	012146
Girhiny, Morgan	019143	Hamilton, Naomi Esther	012468	Hoover, Cynthia	011713
Girouard, Christine	006921	Hammell, Crystal Jean	012106	Horne, Barbara Jean	002765
Giorgiu, Maria	019720	Hamza, Hana	015820	Hotham, Rebecca	009259
Givin, Linda Melissa	015804	Hancock, Leah Andrea	008975	Howard, Sarah	008505
Godin, Sandi Johanna Avril	008476	Hancock, Martha	006112	Howell, Tristan	019458
Goleski, Megan	018787	Hand, Ashleigh	017093	Hrabchak, Lisa Andrea	010925
Goltz, Sherri Christine	010031	Hanes, Tracy Lynn	014565	Hsiung, Yin Sin (Irene)	013716
Gomez, Sarah Anne	010155	Hanna, Maha Magdy	013845	Huang, Hong	018696
Goncalves, Ursula Anne	014415	Haralampous-La Manna, Matina	009626	Huang, Qiuju	015397
Gondermann, Kristina	014367	Harmer, Meghan	017113	Hudani, Shahenaz	008529
Gong, Xiangyang	018780	Harper, Kayla	019433	Hudecki, Karen Anne	006596
Gong, Xiu Hong	018699	Harris, Jennifer Holly	012834	Hughes, Shannon Nicole	013451
Gonzalez, Raquel	003594	Harrower, Lori Maureen	003580	Hughes, Veronica Mary	014091
Good, Natasha Ann	014181	Hart, Caitlin	019317	Hughson, Taylor	018793
Good, Nicole	018997	Hart, Tracy	004567	Hum Mui, Anna May Yuet S	001149
Goodlet, Katelyn Rose	014172	Hartery, Jennifer Ann	016406	Hummel, Shandra Marie	005984
Goodwin, Lee-Ann	013438	Hartin, Ashley Tina	017796	Humphrey, Deborah	004571
Goorts, Beverley	003549	Hartwick, Diane Elizabeth	003231	Hunt, Joanne Helen	007033
Gordon, Ashley Dawn	013156	Harutyunyan, Hasmik	016219	Hunt, Karen Dawn	011226
Gordon, Latoya Serena	011356	Haryott-Fink, Barrie-Ann	006702	Hunter, Jennifer Jolene	011640
Gordon, Lynette Grace	004852	Hasany, Mena	018300	Hunter, Lyndsay Margaret	012208
Gorelle, Jacqueline M	001361	Hassanali, Fazila	017477	Hurds, Joanne Clair	013885
Gorges, Torees	012896	Hatzis, Persifoni Stephanie	014535	Hurley, Sheila Patricia	003721
Gorgiev, Atina	009412	Hatzis, Vanessa Marie	014529	Hurst, Sarah Louise	007870
Gossmann, Erika	019620	Haveman, Geraldine Joy	009083	Husar, Lisa	005847
Gottschall, Elisabeth Lilli	007367	Hawkins, Melissa	015444	Husein, Fahranaaz	011502
Gould, Marissa Elizabeth	013442	Hayes, Catherine	012089	Hussain, Narjis	006631
Goulet, Michelle	005688	Hay-Esquivel, Kimberly	018637	Hussaini, Azmeena	018781
Govea Suarez, Erica Karen	017766	Hayles, Shivvon Venessa	017303	Huston, Cynthia	015221
Gow, Mary Alacqua	003056	Hayward, Erica Ruth	007110	Hutchinson, Connie Gail	005409
Graham, Amy Isabel	012152	Hearn, Michelle Heather	007190	Hutton, Allison	004947
Grau, Jamie-Lynn	010365	Heaselgrave, Anna	015458	Huynh, Nancy Mei-Ling	010092
Gravina, Concetta	005240	Heathcote, Barbara Joanne	008892	Huynh, Rosy Lam	016020
Grbac, Carla	009686	Heckadon, Sally	015799	Hymers, Patti-Lee	001444
Greaves, Colleen	004308	Heeringa, Renee Geraldine	005732	Iacoe, Samantha Jennifer	017740
Grech, Leouise Ann	009431	Heics, E Marlene	001794	Iacono, Tina Marie	007226
Greco, Julie	005388	Henderson, Janet Mary	008515	Iafrate, Samantha	019098
Greco, Rose Palladino	006108	Henderson, Lisa Catherine	007111	Iancu, Irina Mihaela	011524

lasalvatore, Giulia	008510	Kalmikov, Lorrie Lynn	003029	Knight Platek, Vanessa Sylvia Jean	012130
Idris, Amber	015760	Kalomiris, Leman	009396	Knight, Rosslyn	012401
Ileleji, Stephanie	012545	Kalossikos, Donna Helen	007964	Knyszynska, Malgorzata	010939
Imbesi, Margherita	008571	Kalyan, Fahara	006216	Kobak, Taryn Avery	011249
Inche, Shannon	018172	Kamali, Afsoon	019341	Kolpinitzky, Rita	009643
Insigne, Maureen Velasco	016202	Kamboj, Dalbir Singh	015251	Konzelmann Reschke, Ulrike	004516
Intrater, Marcie Arlene	001951	Kaml, Hala	019411	Korbiel, Angela Elizabeth	014539
Iqbal, Bushra	014820	Kapllani, Deniz	017818	Korpall, Mannet Luxmi	018056
Iqbal, Mahnoor	018967	Kapllani, Mikaela	014437	Kostakis, Maria	017781
Irrreno, Annett S	010945	Kapogiannis, Andrea Diane Marie	013209	Kostakis, Sophie	008320
Irvine, April Yvonne	003984	Kardaras, Demetra	005241	Kostendtt, Catherine	008397
Irwin, Alicia Delores Nancy	013186	Karimi, Sharareh	019345	Kostetkaia, Reghina	019587
Ishaq, Zena	017770	Karlinski, Sara	019561	Kotanko, Michelle Lisa	016494
Islam, Rokshana	016997	Kash, Nicole Ethel	010354	Kovacs, Amanda Eleanor	014790
Isram, Erin Elizabeth	010804	Kasraian, Jaleh	017971	Kozachuk, Diane Lyn	004072
Ivic-Alvarez, Marisa Helen	010845	Kasubeck, Dana	019510	Kozlovskia, Ganna	017508
Jackman, Amanda	018634	Kaszowski, Tamara	007865	Kozlowski, Lynette Louise	013256
Jackson, Alison Evelyn	010056	Kaufman, Suzanne Lynn	006870	Kozmick, Sarah	014066
Jackson, Stacey Rebecca	013781	Kaur, Amanjit	010739	Krawec, Andrea Joyce	018135
Jackson, Stefanie	019360	Kaur, Charandeep	011528	Krebs, Wendy Jane Louise	010142
Jacques, Shannon	014728	Kavanagh, Alysia Victoria	013609	Kretzer, Kelci	018559
Jagodic, Shanel	018272	Kazbar, Hala	017316	Kristo, Deborah	006425
Jalbert, Brianna Lauren	015989	Keane, Deborah Lynn	002406	Kritou-Caruso, Kanella	008691
Jalilzadeh-Tehrani, Fatemeh Niloufar	008521	Keenan, Kristy Violet	017631	Kritzer, Megan Emily	018163
James, Madeline Rebecca	017342	Kehoe, Rebecca	015216	Krndija, Diana Marie	011222
Jamieson, Brittany	019419	Kekulawala, Hasintha	009485	Krueger, Lindsay Dawn	010835
Janaszek, Deanna-Lynn	007113	Kelemen, Ainsley Kathleen	017322	Krynska, Grazyna	011614
Janisse, Dorothy Yvette	009852	Kellett, Jennifer Lisa	009282	Kuipers, Brenda-Mae	003522
Janke, Kristina Monique	008262	Kelly, Tara Bridget	008207	Kulyk, Tetyana	012922
Janower, Katie Anne	011033	Kempe, Robyn S	006701	Kuo, Elisabeth	019524
Janula, Joanna Victoria	010479	Kent, Melody	010371	Kwirant, Marie	019254
Jardin, Andrea	003169	Kenwell, Leslie Susan	003514	Kwon, Emily	015049
Jarjees, Reta	014819	Kerr, Roni Lynn	004737	Kwong, Vicky	018904
Jarrett, Megan Christine	004232	Kestle, Kaitlin Rey	014136	Kychma, Khrystyna Yaroslavivna	017309
Jarvis, Jessie	018357	Ketavong, Amanda	017352	Kyksa, Janice Georgina	015175
Javier, Liwayway	013734	Ketenjian, Linda	018059	Kylie, Brittany	015362
Javier, Rowena Tsang	008133	Kettles, Joan Margaret	001297	La Rosa, Fotula	018914
Javier, Stephanie	010989	Kettlewell, Sondra Arlene	002813	Labelle, Ashley	010512
Jayendran, Preshanthi	012533	Keung, Oliver	015146	Laberie, Stefania Maria	008263
Jayoma, Jacqueline Garc	017977	Khaki, Shamira	004994	Labit, Gillee Joy	017865
Jazvac, Gloria	014159	Khamvongsa, Phonesavanh	012010	LaBrash, Janet Christine	005208
Jedrzejczak, Beata Joanna	008153	Khan, Saba	019029	Labrie Larabie, Ariane	019426
Jeffers, Sharon	008920	Khan, Shoaib Anwar Ali	018046	LaCasse, Marie Lydia Claude	003166
Jellett-Hutchinson, Elizabeth	006202	Khatun, Shakura	016951	Lachance, Edyta Winczyslawia	013475
Jenkins, Dana Robin	010062	Khov, Hon Siao	010298	Lacroix, Andree	003368
Jenkins, Jayda	017005	Khroud, Brahmjot	014296	Lacroix, Natasha	019607
Jenner, Melissa May	007656	Khudher, Shahd Hiam	012268	Lad, Amisha Pravin	016432
Jesse, Megan	019475	Khwaja, Fatima	010771	Lagarde, Brigitte	019632
Jesus-Hahn, Sandra Marisa Lopes	012528	Kiatipis, Karen	001690	Laidlaw, Jacqueline	004743
Jetha, Zahra	013366	Kieswetter, Patricia	017446	Laird, Angela	007701
Jhingan, Swati	017396	Kil Davani, Nahal	018692	Lakha, Salma	004776
Jia, Dongmei	012820	Kim, Jiyoung	018938	Lalani, Reeshma	004613
Jobb, Riekie	019295	Kim, Mimi (Min-Jung)	012562	Lam, Annie Yuen Chee	016285
Johal, Navneet	017346	Kim, Samantha Arum	016570	Lam, Doris	008169
John, Sharon	018667	Kim, Sarah	019078	Lamb, Megan	019438
Johnson, Marianne E I	009283	Kim, Sonya	019437	Lamba, Inderjit Kaur	012283
Johnson, Rachel	019473	Kinder, Katarzyna	012713	Lamoureux, Cherie	002987
Johnson, Shelby	019683	King, Aren Amanda	017915	Landry, Heather Kristina	017630
Johnston, Cathleen Donna	003454	King, Carol Lorraine	002401	Lange, Paula Renee	003059
Johnston, Nancy Louise	004466	King, Kahlan	018187	Langelier, Cindy	010105
Jonkhout, Casey	015046	King, Rylee Renee	017741	Langevin, Dorothy K A	005904
Joshi, Jignasa Arvindkumar	011954	Kinos-Varo, Alina	013389	Laniel, Jane Louise	010641
Juma, Nimet Sherali Lalji	010915	Kirby, Nicole Eileen	017096	Lao, Lauren	019415
JuneK, Karen Dianne	002081	Kirolous, Mariane	011700	Lapierre, Rosanne Claire	004373
Jutla, Supneet	016151	Kis, Jennifer Caroline	014303	Lariviere, Lee Ann Mildred	005494
Kacmar, Dominic	019722	Kitchener, Margaret Sarah	016315	LaRocca-Donatelli, Filomena	011290
Kacmar, Ondrej	019164	Kivilahti, Lynn	008484	Larocque, Gene Elisabeth	015585
Kadashev, Shirly	018062	Klages, Karen Eileen	009062	Larocque, Mariah	018434
Kalirai, Savraj	010516	Klein, Halle	019631	Larson, Brooke Brianne	010303
Kalmar, Alana	019600	Klemmer, Jamie Diana	017651	Larson, Kamila Weronika	011877

Latham, Rachel Anne	010496	Lo, Janenee	013215	Malhotra, Amanda	011862
Lattimore, Anna	001750	Londono, Liliana Maria	009489	Malik, Naila	010662
Lau, Hoi Shan	010170	Long, Kyla	018196	Malik, Sofia Nahar	013739
Lau, Joyce Foon Yan	016041	Longmire, Carla	008329	Malinski, Aneta	006240
Lau, Margaret	018330	Lopes, Brenda Melissa Lourenco	017412	Maliwat, Anna Marie	013414
Laurent, Joyce	019106	Lorentson, Jennifer Leigh Dianne	014116	Mallia, Amanda Rachel	013727
Lauzon, Marsha	001646	Lorentz, Heidi Nicole	009036	Maltese, Teresa Anna	005176
Lavergne, Carole Florence	004294	Lorenz, Cheryl Ann	010938	Maltsman, Regina	010090
Lavoie, Donna Marie	003992	Lorenz, Michelle	012919	Mance, Cressida	019636
Law, Sonja Kathleen	011455	Lorincova, Janette	011657	Mancheva-Bisol, Nina Ivanova	017692
Lawlor, Erin	019543	Lounsbury, Tara Dawn	011887	Mancuso, Daniela	012921
Lawrence, Kimberley Anne	006275	Lourenco, Kelly Miranda	017814	Mangilit, Gilbert Sanchez	018102
Lawrence, Leah Marie	011288	Louws, Alexis	018568	Maniaco, Courtney	018305
Lawrie, Katherine Margaret	013200	Lovegrove, Jennifer Jean	010218	Mannarino, Diana	006802
Layden, Christine	008406	Lovgren, Tiffany	014204	Mannarino, Stephanie	019592
Le Sieur, Isabel	014239	Lu, Hong Yan	011090	Manning, Louise	005590
Le, Betty	015207	Lu, Maggie Jade	016567	Mantzoris-Hassos, Christine	003063
Le, Tra	018274	Luby, Kayla Leann	016710	Marcelino, Daniella Paola	014278
Lebert, Jenna Marie	012247	Luciani, Karen Nicole	005374	Marcellin, Channelle	018727
LeBlanc, Lorna Mary	004519	Luciano, Amanda	016003	Marchuk, Charlene	006225
Leblanc, Martin	006236	Luddin, Tayba	014306	Marchuk, Debbie Lynn	005865
LeBoeuf, Concepcion	019285	Luk, Veronica Sau Wan	012075	Marcinkowski, Susan Ruth	004022
Lee, Ai Lan	013396	Luke, Diana Marie	012705	Marianos, Sarah-Rose	010881
Lee, Anita May	017779	Lukic, Donatela	019521	Marinescu, Marinela	019410
Lee, Dong Han	015070	Lum, Nina	005016	Marion, Heather	007074
Lee, Farrah Yuen Yuen	016840	Lundanzhi-Attebi, Kevin	017643	Mark, Caitlyn Teresa	017927
Lee, Iris Wei Ping	016862	Luo, Jing	018660	Markic, Danielle L	007976
Lee, Joanne JungEun	015334	Lussier, Cyndie	019237	Marks, Pauline	003754
Lee, Nicole	019615	M Pur, Najla	019622	Marsh, Deborah Lynn	002856
Lee, Sheri	010824	Ma, Connie	019388	Marshall, Jasmin Jane	010645
Lee, Yeonsoo	019404	Ma, Howard Shih-hao	015595	Marshall, Sarah Helen	012720
Lee, Young Sun	011353	Ma, Wing-Yan	009930	Marshall, Valerie	003462
Lee-Darbyson, Michelle	004196	Mabee-Smelt, Samantha	018288	Marten, Katherine Suzanne	011787
Lee-Elias, Joyce	008440	MacAdams, Jennifer Anne	006375	Martin, Taija	013382
Leger, Shelby Anne	017372	Macchione, Maria	006824	Martin, Tracey Dianne	004217
Legere, Sherri Lynn	006465	MacDonald, Cierra Colleen	018119	Martinez, Maria	010572
Lehmann, Robin Patricia	017019	MacDonald, Danielle Christine	016124	Martins, Agnieszka	018025
Lemieux, Jenelle	010770	MacDonald, Jennifer Ann	008792	Martins, Debbie	013197
Lemmond, Laura Michelle	015517	MacDonald, Jennifer	017591	Marusic, Doris M	004930
Lennon, Kelli Louise	007120	MacDonald, Julie Ann	005636	Mascia, Angela	012839
Leon, Rachel Carolyn	017097	MacDonald, Lisa Ann	007353	Masiuk, Seyede Sara	011860
Leone, Kathryn	014443	MacDougall, Lana	012092	Mason, Amanda	013290
Lepore, Francesca	018832	Machado, Melissa Emilia	010716	Mason, Patrick Gutierrez	016029
Lepoudre, Alicia Ann	010239	MacHale, Melanie Lynn	011282	Masshoor, Zohal	018349
Leroux, Tiffany Krista	014170	Macina, Diane	008110	Matloob, Zina	009478
Lethbridge-Brazier, Karissa	018889	MacKay, Sandra Jean	006901	Matthews, Rachel	019104
Levasseur, Joelle Nicole	017191	MacLean, Alanna	019301	Mattrasingh, Fiona	015316
Lewis, Alicia	014682	Maclean, Jessica Emslie Jean	016818	Mattucci, Nicole	019267
Lewis, Gina Margot	004044	MacLeod, Susan Patricia	007362	Matusiak, Carol Rachel M	004313
Lexovsky, Anne Maria	003316	MacNamara, Shawna	009111	Matuszewski, Anna	011658
Li, Kar-Ming	012281	MacNeil, Jackelyn Elizabeth	013564	Mauro, Victoria	017479
Li, Na	019181	MacNeil, Jacqueline	019167	Maya Benavides, Leidy	018851
Li, Shu Hui	019147	MacPherson, Mary Winnette K	005965	Maycenic, Alida	005150
Li, Tongbo	011872	MacRae, Jennifer Eileen Floy	012598	Mayele, Jillian Elizabeth	017767
Li, Yu Hui	016600	Magierowski, Danielle Patricia	017876	Mazariegos-Mayen, Mildred Eunice	017715
Liburd, Eunelrie M	005781	Magnaye, Veronica	018941	McArthur, Tricia	008409
Liddar, Gurpreet	012874	Maguire, Dawn	012025	McAuley, Caroline A	004625
Lidster, Belinda Marie	007313	Mahadeo-Subryan, Neranjanie	008399	McBrien, Kathryn Louise	013187
Likness, Rebecca Jane	009719	Mahar, Lisa Marie	008550	McCall, Tricia A	007465
Lim, Rachel	019312	Maharaj, Sheera	018465	McCann, Holly Jennifer	015883
Limson, Regina Dumadaog	017211	Mahon, Debra L	008669	McCargar, Yvonne Marie	004124
Lindo, Minerva	011598	Maione, Monica	005194	McColl, Leslie Anne	005760
Lindsay, Raquel Alexandra	006120	Maitland, Marianne Louise	003220	McConaghie-Butt, Karyn Nicole	006916
Lipkina, Nataliya	011796	Maj, Joanna Elzbieta	010815	McConnell, Sarah Melissa	012031
Lissia, Eva	005001	Majury-Perdue, Kari-Lynn Illene	004090	McConvey, Patricia Ann	006849
Liu, Ling Bo	016360	Makela, Christina	004156	McCue, Carol Anne	006766
Liu, Xiao Qiu	012730	Malbarosa, Rowena Gonzales	016537	McCullagh, Kelly Claudette	011412
Lizana Gonzalez, Marcela	017904	Malek, Rasha	014464	McDermott, Brandi	007529
Lo, Ann H	015065	Malenfant, Alene Renee	010507	McElrea, Kylie Brianne Margaret	015930
Lo, Florence Sze-Ming	011244	Malfitano, Maria-Maddalena F	011727	McGee, Josee Myriam	006963



McGrail Sinclair, Cheryl	007130	Mleczech, Alicia	019115	Newfield, Terra Margaret	010834
McGrath, Miranda	007240	Mody, Michelle	018884	Newton, Jessica Mae	015332
McGregor, Sylvie	003867	Moffatt, Marjorie Joan	005763	Ng, Karen Ping	013784
McIndoe, Annie	001722	Mohabir, Parbattie Sharda	014815	Ngai, Ling-Yung	006492
McInnis, Erin	019429	Mohammad, Haseera Nousheen	010941	Ngo, Ngoc Kelly Boi	016087
McIntosh, Candice Evelyn Rose	013051	Mohammad, Rana	019339	Nguy, Lan N	008200
McIntyre, Christina M	006920	Moir, Tricia Marie	009134	Nguyen, Brenda	018921
McKay, Linda Kathleen	003382	Moke, Adrienne Sasha	014564	Nguyen, Chau	019449
McKean, Sasha Pascale	007448	Mokrzycki, Helen	009002	Nguyen, Daisy	016707
McKenna, Leila Galera	011002	Moncayo, Daniela	017124	Nguyen, Ha Giang	018951
McLaughlin, Melissa Lee	011141	Moncica, Raluca Maria	013763	Nguyen, Han	015571
McLean, Raelene Royce	015069	Mongrain, Marijke Lynne	011278	Nguyen, Hoang	018359
McLean, Shannon	017705	Montesi, Marina Maria	005410	Nguyen, Jessica	018966
McLeod, Emily	015075	Montpetit, Nicole A	003665	Nguyen, Kathy	018935
McLeod, Erin Nicole	010506	Moodie, Amy	018676	Nguyen, Kim Le	017126
McLeod, Mindy Marie Louise	014246	Moon, Tayler Elizabeth	016691	Nguyen, Lucia Trang Thu	016686
McMullan, Patricia Ruth	002249	Moore, Amy Lynn	008795	Nguyen, Ngoc	019711
McMurray, Jacklyn	015786	Moore, Ashley	018335	Nguyen, Thanhnhhan	014438
McQuatt, Barbara	013041	Moore, Kendra	009636	Nguyen, Tram Hong Mong	008984
McQuoid, Amber	018607	Moore, Kyla	015490	Niazmand, Golnaz	011980
McRae, Katie	018326	Moore, Terri Christen	014794	Nichol, Mary Anne	002412
McShannock, Rachel	019452	Moorhead, Kathleen Ann	007397	Nickerson, Sheri Lynn	005184
Mealing, Sarah Dana	001291	Morales, Shannon Nicole	007066	Nicol, Susan	000876
Mecea, Roxana Mihaela	009387	Moras, Jessica Olivia	014399	Niedzwiecki, Justyna	009046
Mechail, Ghada Yousif Gad	012871	Moreau, Chantal	019282	Niemi, Joanne Marjatta	003221
Mechefske, Jacinthe Alyne	014064	Moretuzzo, Linda	008719	Nikas, Christina	007882
Medeiros, Michelle Barbosa	016762	Morgan, Monica	011627	Nikas, Marina	004199
Meeking, Heather Margaret	007677	Morgan, Shelley-Ann Michelle	010329	Nikolovski, Elizabeth	002172
Mees, Tracey-Dawn Colleen	012484	Morris, Rebecca	014722	Nitsopoulos, Georgina	002609
Meeuwenoord-Morrison, Tasha Crystal	014451	Morrison, Alysha Marie	017985	Nitsopoulos, Lisa Sylvia Teresa	012833
Meffe, Shannon Rae	007092	Morrison, Angela Jean	010803	Nixon, Anesha Kamani	007929
Mehan, Natasha	016588	Morrison, Stephanie Lyndsy	009976	Noble, Tamara Marie	006755
Mehra, Babita	014388	Morrow, Shari Lynn	002705	Noel, Carly	018639
Mehrani, Kamar Jahan Ara	010161	Mosure, Kali Vanessa	017893	Nolan, Leanne	005915
Melo, Mandy	012962	Mouchian, Melissa	010136	Nolasco, Rizzel	019453
Memme, Rosemary	004997	Moussa, Michelle	018285	Norris, Marsha Lee	008548
Mengboupaha, Janny	019539	Mousseau, Halle	018513	Norris, Melissa Kate	016837
Menheere, Kathleen Penney	015044	Mowe, Rylee	018824	Notte, Diana	005792
Meraly, Karima Zoolficaraly	010012	Mu, Guizhen	012446	Novakowski, Lisa Nicole	009999
Mesfin, Lihem Getachew Tadesse	013249	Mudge, Janelle Sarah	015821	Nunes, Ricardo Feiteira	011087
Metcalf, Leanne	012860	Mujkic, Medina	015756	Nurmohamed, Nelín	004442
Meyer, Stephanie Leann	014046	Mulkern, Heather Elizabeth	012275	Oakley, Andrea	017041
Michaelidis, Katerina	012145	Mullett, Lisa Anne	011312	Obana, Precious Elsver	017138
Micovski, Jelica	014806	Mullings, Beverly	004470	O'Brien, Adriana	015055
Mihajlovik, Ivana	019563	Munoz Caldas, Veronica	019030	O'Brien, Cindy Marie	009706
Miliucci, Carmela	003066	Munoz, Agnes	012585	O'Brien, Jessie Lee	015881
Miller, Janice Ann	005917	Munoz, Paulina	007211	O'Brien, Jodie A	006909
Miller, Lauren Joy	010345	Murphy, Cassandra	014641	O'Brien, Shannon Lee	017115
Miller, Lauren Nicole	013145	Murphy, Nancy Lynne	005876	O'Connor, Sharon Susan	009782
Miller, Megan Marie	013131	Murphy, Tamara Irene	005520	Odding, Deanna Florence Maria	016562
Millette, Susan Denise	003003	Murray, Kimberly Ann	006317	O'Donnell, Trina	008888
Millsap, Leanne Elizabeth Marie	011286	Murray, Troula	002288	Odrowski-LeBlond, Sandra Lee L	004578
Mills-Taylor, Sandra Irene	002176	Nadeem, Humaira	019310	Olidis, Elena Ersilia	012914
Millstein, Sharon	005489	Nadeem, Maryum	019423	Olindan Oda, Olivia Edna	017330
Milojevic, Bojana	013699	Nagiub, Hanany Alfý	010733	Oliver, Melani Marie	017960
Mirassol, Ana Paula Pincaro	016711	Nahli, Angie	019138	Oliver, Myrna Marie	004397
Mirka, Kristin	012142	Najafzadeh-Gourabi, Lida	019125	Omer, Sumaira	019558
Mirrlees, Kari Elizabeth	006451	Nasajpour, Atina	017202	Ong, Christopher	019450
Mirzaei Sefidabi Farahani, Parisa	016563	Nasato, Sarina Erma	004816	Orozco, Jessica Alejandra	015731
Mischiánti, Sabrina Joanne	006615	Nasim, Fozia	018777	Orton, Kimberley Rose	006739
Mishak, Daniella	018199	Natale, Lisa	004095	Osborne, Jessica Lyn	015032
Mishak, Emily	018838	Nathoo, Shelina	004668	Osmond-Ward, Falisha Lynn	017753
Misiaszek, Amy Marie	011844	Nayyar, Alka	014448	Ottenhof, Annie	019263
Mistry, Bhavnababen	011961	Nazare, Sarah	018327	Otto, Anne-Marie	015851
Misyura, Iryna	012255	Nelsen, Whitney Alexandra	013910	Ouellet, Nicole Charmaine	006576
Mitas, Christina	009254	Nemat, Lubna Bokhari	018021	Outbih, Urszula	015112
Mitchell, Kimberly Michelle Elizabeth	008826	Neufeld, Eva	012859	Oymakas, Leda	016209
Mitchell, Susan Lynn	002535	Neupane, Sujana	019565	Ozanic-Piroli, Mariana Jagoda	010059
Mitsou, Melina	009154	Neves, Anita Jesus	014027	Packham, Jennifer Anne	006491
		Newell, Chantal Lorraine	005276	Pal, Laurie Lynn	010696

Palmer, Kelsey	019512	Perriccioli, Karen	003511	Ralph, Danielle Marie	010178
Paloukos, Demitra	010337	Perron, Chantal Micheline	017059	Ramachandran, Aarthiga	017752
Pamintuan, Sarah Jane Bumanlag	017815	Perrotta, Luisa	011665	Ramos Payan, Jorge	019619
Pamma, Harmandeep Kaur	016935	Petch, Courtney Elizabeth	017016	Ramos, Yasmin	019540
Pan, Ying Ling	014922	Peters, Ann-Marie	014532	Ramsarup, Kavita	011268
Pancer-Nagel, Marla A	004161	Peters, Brandie Lee	009803	Randell, Ashley	019654
Panchal, Jigna	017845	Petro, Aferdita	012522	Randhawa, Indu	018677
Panday, Rubina	011409	Pflance, Anna	004477	Randhawa, Puneet Kaur	017111
Pang, Patricia	005329	Phelps, Christine	017105	Ranieri, Antonia	009790
Pang, Rose Marie	005215	Phen, Jessica Shao	012076	Rankin, Shawn	018054
Pano Jarjis, Michelle	018971	Philip, Mari-Beth	007926	Rasetta, Michael	010599
Panting Slade, Kari Patricia	011023	Philip, May	009285	Rashid, Hina	018079
Panzer, Kimberly Lynn	008287	Phillips, Desiree	009846	Rate, Megan Stephanie	012194
Paonessa, Ilaria	019206	Phillips, Laura	010497	Rathod, Aditi	019375
Papiland, Tablo	019568	Phillips, Lydia Margaret	017461	Rattansi, Rubina	005004
Papineau, Alina	011406	Piazza, Alessandra Josephine	015926	Rattray, Jessica	017437
Paquette, Jennifer Ivonne	012984	Pijanovic, Sava	009403	Ravenda, Melissa Anne	010047
Parcells, Kara	009526	Pillon, Stephanie Lynn	018044	Ravlo, Michelle	019228
Parcon, Jonilyn	019618	Pilot, Amanda Joyce	013274	Rawlings, Mary-Ann	003757
Pardy, Nancy	005141	Pinder, Angela	007392	Razack, Manpreet	007184
Parete, Nancy	007667	Pinto, Dana	018865	Read, Meaghan Laura Kathleen	012139
Pariselli, Carolina (Carol)	003297	Pipe, Kristen	019330	Rebellato, Lauren	011581
Parker, Jessica Lynn	011618	Pipe, Marissa	019334	Reddeman, Kirsten Anne	010931
Parker, Kristina V	006748	Pirani, Shamira	012006	Redfern, Shannon Serra	011686
Parnis, Teegan	015519	Pisec, Kimberly	019484	Reeve, Shawna	009751
Parr, Taylor	019053	Pitre, Laura	008811	Reid Robertson, Cheryl Ann	014122
Partlo, Jody Christine	006411	Pittman, Siobhan Valerie	010659	Reid, Donna Marie Lynne	014599
Partridge, Lee Ann	008538	Pleadwell, Kara Anna	016854	Reid, Lori Ann	005746
Pascual, Jennifer	011138	Plotkin, Janine	005522	Reid, Roxanne Genean	011407
Pastia, Andra Gabriela	011708	Podmilschak, Nicole Grace	017436	Reid, Sarina Lee	013379
Pastor, Jenny Guerrero	016726	Poirier, Ashleigh	019414	Reis, Mary Michelle	005165
Patel, Anuradha Ankit	012807	Popalzai, Zahra	019459	Rekar, Hailey	019306
Patel, Dimpal	019523	Popko, Rachel Lee	012819	Ren, Feng	019180
Patel, Meghna	012438	Popovic, Susy	008630	Rennie, Jessica Ellen	017054
Patel, Nikki Mahadevbhai	009892	Post, Nancy Lynn	009092	Revell, Linda Christina	009684
Patel, Payal	015243	Potter, Samantha Helen	013078	Rex-Graham, Nancy Jean	009271
Patel, Shital Bhavin	017943	Poulin, Marlee Kathleen	012080	Reyes, Megan May	017789
Patenaude, Holly Crystal Ann	010363	Pourmarz Haghighi, Nahid	008672	Ricciuto, Courtney-Devon	014408
Patey, Jocelyn Nicole	012151	Pozniak, Natalie	019500	Rice, Nicole Julie Yvette	010286
Pathak, Sherry	017563	Prasad, Angilini Devika	016581	Richard, Nicole	019611
Pathan, Zakkiyabibi	013423	Pratt, Patricia	006525	Richards, Tara Lynn	017850
Patrick, Hillary	018364	Pratt, Sara Elizabeth	009657	Richardson, Chantelle Christienne	007697
Patsiornik, Michelle Leah Rebecca	017141	Price, Aimee	017931	Richer, Grace	017736
Patterson, Amanda	014793	Projic, Melanie	012295	Richer, Sylvie Danielle	003239
Patterson, Michaela Patricia	016514	Prostran, Djurdja	010666	Richmond, Kendra	016750
Patterson, Shannon Kathleen	012091	Prosyk, Christine Laura	005691	Rinne, Lorilee	005189
Paul, Lucie Sophia	007096	Prout, Rebecca Margery	010366	Ripley, Vanessa Elaine	008051
Paulino, Paula Christine	005413	Prowse, Jessica	016555	Rispoli, Amanda	015271
Pavacic, Barbara	008422	Pulatova, Irina	018007	Ritchie, Tanya L	007698
Pavao, Lucy	007707	Punzalan-Olazo, Wilma E	010908	Rivera Mesinas, Arely	019318
Pearce, Nancy Janet	002798	Purba, Harmeet	019132	Rivers, Jennifer	014796
Pecak, Eva Danuta	009856	Purcell, Mandy Lynn	016370	Robert-Breault, Isabelle	010632
Peever, Shana	011391	Puri, Navpreeti	014783	Roberts, Jeanette Marie	008063
Peios, Tina	004162	Pyette, Rosa	002106	Roberts, Karen Daye	013898
Pellegrini, Marisa	005378	Pylpej, Tatyana	014536	Robertson-Smith, Sarah	008830
Pellerito, Susan Lorraine	013136	Quartarone, Fatima	010061	Robinet, Christie L	008252
Pelletier, Genevieve	014022	Quaye, Pennie Naa-Korkoi	017422	Robinson, Pamela Marie	015180
Pelletier, Sophie Marie	014855	Quiambao, Eunice	014945	Robles, Jennifer	011342
Pelly, M Michelle	004069	Quinlan, Alison Meagan	011656	Rodrigues, Sheila Carla	011662
Pepa, Vanesa	010052	Quinlan, Colleen Louise	007829	Rodriguez de Cormier, Eiryn	018194
Pepper, Leeanne Marie	005922	Quinteros Ahumada, Cecilia	017488	Rodriguez, Emily Flora	012691
Pereira, Britteny	018647	Rabaey, Danielle Maria	017978	Roefs, Kelly	018909
Pereira, Vanessa	014198	Raddatz, Karen Elizabeth	002291	Roes, Ashley	019309
Perez, Haydee Cristina	013619	Radford, Angela	005830	Rollins, Carlene	006641
Perez, Melea Rei Rabang	015874	Rafiq, Saadia	006887	Romanelli, Robin Jennifer	012942
Perfetto, Justine	018795	Rafiq, Sajidah	008187	Romanetz, Marilyn	007002
Périard, Dianne Marie J	007996	Raghaviah, Miriam Leena	016897	Romano-Mazza, Giuseppa Pina	005007
Perreault, Heather	006377	Raghubar, Amanda Kathryn	016416	Ronta, Rodica	007266
Perri, Giovanna Francesca Palma	016692	Rainey, Valerie	006721	Rosart, Melanie Anne	013544
Perri, Laura	009336	Rajan, Natasha	013017	Roscoe, Elizabeth P	002247

Rose, Amanda	016932	Sebescu, Mihaela	018870	Soan, Melanie Leigh	007067
Rosenberg, Meagan Lynn	017449	Seburn, Catherine	005203	Sofer, Aderet	013851
Ross, Geraldine	015019	Sedghidehnavi, Bahara	015038	Sofer, Linda	000616
Ross, Jessica	018109	Selle, Jocelyn	018808	Sok, Rosalinda	017842
Ross, Lisa Marie	010336	Selod, Hamza	018700	Solomon, Dawn Marie	006749
Roth, Sheila Paulette	002413	Semren, Teresa	006705	Soni, Hardika Mahesh	014882
Rotman, Toddy S	004446	Sennuck, Stephanie Leslie	012423	Sood, Mehak	018068
Rowe, Cheryl Margaret	006292	Seo, Yooree	018856	Sos, Nicole Elizabeth	016920
Rowe, Kirstin	012722	Sewram, Deoranie Telesia	017403	Sousa, Isobella	019699
Roy, Abby Lynn	007699	Shaghaghi, Elina	018114	Spadafora, Saveria	012575
Rozenwald, Jordana Michelle	011145	Shah, Simaben	013001	Spagnuolo, Michelle Jardim	013419
Ruffolo, Flaminia	002980	Shahrabi, Azam	015558	Speciale, Cathy	006651
Ruggeri, Vanessa	018283	Shamsul, Malghalara	011647	Speedie, Jennifer Francis	012227
Ruiz, Abigale	018077	Shank, Emilie Yvette Marie	011186	Spero, Heather Marjorie	011142
Russell, Aaron John Anton	010807	Shantz, Chelsea	017377	Spiegelhalter, Susan Jane	010853
Rustrian, Flor De Maria	018156	Sharma, Devika	019534	Spinello, Loredana	009536
Rutherford, Veronica	017726	Sharp, Robin Lorraine	016591	Spiro, Aviva	002148
Rutledge, Leanne Mary	010511	Sharpe, Janet	000912	Srigley, Megan Rachel	008436
Ryan, Christine Ellen	001050	Shaw, Jessica Claire	014052	Sriharan, Srija	019564
Rycroft, Loree	001536	Shearer, Jennifer Lynn	004393	St. John-Scott, Karen	007812
Rys-Sedzicki, Theresa	001418	Shefer, Anna	012492	Stapley, Bailey Christina	017554
Saad, Michele	018255	Shellswell, Sarah Melissa	008565	Stavropoulos, Mary	006271
Saba, Rihab	004011	Shen, Hong	016799	Stefanski, Jessica	010789
Sabo-Baccellieri, Martina	007942	Shepherd, Laura Alexandra	015855	Steinberg, Marni	009466
Sacchetti, Lisa Anne	006205	Shergill, Gaganpreet Kaur	016382	Stephens, Susan	006917
Sadik, Iriny	012069	Sheth, Niti Rashmikant	017965	Stephenson-Peddie, Jerrica	018512
Sager, Jessica	012739	Shoalts, Ellen Jessica	005008	Stern, Melody	018876
Sahlas-Letsos, Stavroula	007053	Shokar, Gurbakhshinder	011568	Stevenson, Lindsay Marie	012609
Sahni, Farida	005463	Shoosterman, Irina	007369	Stewart, Brenda	005686
Salamone, Paul Andrew	010919	Shramban, Iris	014113	Stewart, Kirsten	019409
Saliba, Tania	013803	Shulist, Caitlyn Anne	016594	Stewart, Renee Cynthia	012296
Salman, Zorana Dawn	008053	Shuttleworth, Katherine	013261	Stewart, Tara Jean-Marie	011670
Salvador, Allyssa	019617	Sia, Clifford	019702	Stidwill, Frances M	002914
Salvatore, Charmaine Rose	011132	Sibbald, Lenita Yvonne	003545	Stojnic, Tanja	019686
Samad, Nida Abdul	015973	Sicotte, Evelyne	008986	Stokes, Tonya Diana	007401
Samalea, Nicole Marie	013736	Siddhu, Pravesh	017907	Stokker, Lillian	001791
Samra, Satpal Kaur	012180	Sidhu, Navjit	014506	Stoller, Kimberly K	003732
Sanasie, Lisa	007230	Sidhu, Nuvneat	009165	Stolpmann, Astrid R A	007135
Sandhu, Amanbir Kaur	011743	Sidhu, Simranpreet	015658	Stoneman, Lisabeth	002032
Sandhu, Harnoop	010742	Sikkema, Jodie Lynn	005200	Storie, Brittany	019575
Sandhu, Manjinder Minoo	010117	Silverman, Shirley	000934	Stroud, Tina	005510
Sandrelli, Brandy Gayle	011134	Simmons, Janalee Susan	009729	Stylianou, Helen Dimitra	018071
Sansom, Lori-Ann Teresa	011596	Simms, Linda	000742	Su, Kim Xiao Qin	009600
Santaolaya, Bless	011256	Simoes, Tanya Meejean	009207	Suarez, Gissell Lucy	017683
Santilli, Maria	002658	Simon, Kerry Michelle	005372	Sulaiman, Silvia	015908
Santos, Charissa	008827	Simpson, Laura Jane	010073	Suleman, Reshma	010643
Santos, Maridel Claudio	017945	Sinclair, Mary Joann	017044	Sullivan, Lauren Eileen Marie	014826
Santos, Odilia Goncalves	008760	Singer, Kathryn	008398	Sun, Chen Chen	011940
Saqib, Urooj	015626	Singh, Harsimran	012201	Suppa, Christina Maria	016745
Sarda, Pooja	008517	Singh, Riponjot	019367	Swarup, Kavita	011559
Saucier, Kelly Jessica	013371	Sivarajah, Vijayashuganthini	014485	Swarup, Manjari	011577
Saunders, Helen	004469	Siviero, Mary Lou	007687	Sweeney, Kellie	015580
Sauve, Annie	007808	Skinner, Terry	003461	Swerdfeger, Stephanie	017761
Savory, Camille	013750	Skliros, Konstantina	005248	Swiderek, Emily	019624
Sawyer, Patricia Anne	009195	Slade, Pollyanna Beth	010612	Sylvan, Shermaine	008504
Sayal, Monica	010033	Slootweg, Victoria	019557	Symons, Helen Margaret	002700
Scanga, Maria Antoinetta	008776	Small-Centurione, Tracey Anne	008965	Szigeti, Catherine Anne	004002
Schaadt, Lisa Monique	008880	Smallegange, Deanna	018212	Sztaba, Monika	010115
Schalle, Petra Anna	005113	Smallman, Kimber	007007	Szucs, Jessica Ulrike	008912
Scheid, Ingrid Bianca	004786	Smirnis, Lucille Rose	016865	Tabrizzadeh, Farnaz	008700
Schiff, Ronit Ayala	007658	Smith, Carmela	006039	Taghavizadeh, Sharareh	013539
Schleen, Mercedes	015946	Smith, Christina	007427	Taghi Zadeh, Raman	019280
Schmidt, Jennifer Lynn	016777	Smith, Estelle	005339	Tailby Brown, Corina Elizabeth	010991
Schneider, Brenda Ann	004839	Smith, Heather Anne	014023	Tan, Wynn Marc Chua	017697
Schott, Melissa A	008361	Smith, Kristina	011506	Tangreda, Angela C	010128
Schroeder, Emily	019610	Smith, Leah	018807	Taniredjo, Fiona	014356
Schroeder, Marisa	017627	Smith, Michelle Lynn	013418	Tao, Chak Lam Sharon	018142
Scott, Janice Laureen	002948	Smith, Mikala	019546	Tasker, Gillian	006014
Scott, Lisa	003506	Snowden, Jessica	019508	Tasoulis, Ioanna Joanne	008218
Scott, Sydney	018484	So, Meili	018493	Tate, Mary Ann	003478



Taylor, Erin Ava	010766	Tufford, Lynne Kathleen	009566	Wander, Aniljot	019535
Taylor, Joanne Lynn	003111	Tulk, Angela Lisa	010936	Wang, Isabel Yi-Hsuan	013176
Taylor, Lindsay	018368	Turcotte, Christine Danielle	007576	Wang, Jing	016210
Taylor, Marisa	019504	Turner, Tricia Claire	015725	Wang, Xin	011905
Tedford, Courtney	018714	Turrie, Lainie	007242	Wang, Yu	011187
Teixeira, Tania Lizette	014883	Turton, Rosemarie	001522	Wang, Yue	016881
Tejares, Maria Victoria	016025	Tusim, Patricia Tracy	009093	Wang, Zhenling	015392
Tekin, Rita	016767	Twarowski, Andrea Marie	014631	Wang, Zhixin	019479
Telefoglou, Leandra	018812	Twine, Judy Denise	004803	Ward, Kelsey	016037
Telford, Shaylin	018485	Twohey, Brooke	009796	Wardell, Dawn	006380
Templeton, Tina Mari	004522	Tykolis, Kim Elizabeth	004127	Warren, Casey	019425
Tenpow-Nichols, Nicola Ann	010626	Tyrrell, Kelley Ann	005944	Warwick, Danielle Nadine	009661
Teodoro, Ivanhoe	012172	Ubiparipovic, Danka	017244	Watson, Lindsay	016352
Terry, Joanne Dale	006992	Umali, Florence Angela	012786	Wayland, Madison Joyce	014598
Tessier, Natalie	012113	Unsworth, Lisa Anne	008632	Wearne, Sharon Savita	011671
Thabet, Christine Marie	012557	Uppal, Rabaia	003997	Webb, Katherine Lynn	001989
Tharby, Rebecca Kathleen	012775	Uton, Sharon	008117	Webber, Carolyn	005100
Theal, Kelli Lynn	005740	Uy, Joelle Christie Orda	016610	Webster, Patricia Marie	008766
Therrien, Kimberley Diane	004840	Uzoni, Réka Terez	013286	Weiss, Carolyn Lee	010403
Thi, Diana Lethien Trang	017487	Vakhimi Kiasarai, Roshanak	017894	Wells, Brenda Lynn	004772
Thibadeau, Jacqueline	009455	Valente, Chantel	011214	Welykanycz, Ewa	010709
Thibault, Lindsay Danielle	009765	Valerino Castellanos, Ariagna	013516	Wentrot, Kimberly Dawn	005672
Thomas, Eleni	012665	Vallance, Chantel	017462	Westendorp, Mandi Lyn	012482
Thomas, Teasha Marie	017615	Vallance, Kimberley Ann	007754	Wey, Chuin Nain	017821
Thompson, Krista Lee	009405	Van Dinther, Shannine K	008095	Whalen, Vicki Lynn	004606
Thompson, Nicole	018447	Van Klink, Lisa Christine	014151	Wheeler, Elizabeth Ann	009086
Thompson, Tammy Lynn	009725	Van Wart, Sara Elizabeth Louise	014906	Whiffing, Dana Christine	012082
Tian, Fengwen	012205	VanAlstine, Sheryl Mary	002335	White, Kimberly	012177
Tiernan, Francine G	005265	Vanbesien, Jennifer Ann	005639	Whitney, Jenna Louise	017646
Tima, Maria	012816	Vander Ploeg, Michala	014014	Widdis, Jessica	014898
Timler, Lara Jennifer	013133	Vandergaast, Nadine Adrienne	016895	Wiebe, Annette	004856
Tkach, Olga	014811	Vanhoucke, Karen Elizabeth	004566	Wieczorek, Anna	018450
To, Andrea	011146	Vashisth, Anjali	009711	Wiese, Donna R A	007057
Todd, Jocelyn Eva	009849	Vasiliadis, Georgina	004408	Wight, Tanya Ursula	014800
Tolentino, Mary	017684	Vavaroutsos, Barbara	006559	Wilcox, Lindsay	018253
Tomasov, Nicole	018800	Veeneman, Tara Michelle	008190	Wilkie, Carrie Lynn Cassandra	008782
Tomassetti, Tanya Ann	010597	Veilleux, Sara	019604	Williams, Calley	018651
Tompkins, Shannon Marie	006293	Velasco, Paula Mae	016953	Williams, Courtney	019470
Toms, Shanna Lea	007742	Velis, Eva Margarita	008813	Williams, Gail Christina	008502
Toor, Sukhman Kaur	018095	Veltri, Samantha Maria	016369	Williams, Judith A M	006001
Tooze, Monica	016022	Venner, Krystal Amber Nicole	012232	Williams, Judith Ann	002950
Torado, Reinalyn	010131	Viana, Marie Helen	013088	Williams, Pamela Louise	003772
Torres Sierra, Clara Ines	014984	Vibal-Ranas, Eugenia Pacia	017950	Williams, Rebecca	016211
Toth, Jessica Nadine	015826	Vidric, Katelyn Nicole	015841	Wilton, Nancy Lynne	004811
Totino, Suzanne	006475	Viera Prado, Yanet	016792	Wimmer, Joyce Ann	005868
Tourangeau, Darah	008182	Villanueva, Eileen Marie R	005581	Winter, Lara Elizabeth Dawn	012763
Tourkov, Irina	009868	Villanueva, Frances Mae Roxas	011655	Wisniewska, Joanna	008164
Towell, Shelby	019277	Villeneuve, Bessie Anne	003955	Woja, Agnieszka Elzbieta	013092
Townsend, Erin	013052	Vincent, Dawn	001684	Wojewoda, Katerina	011325
Traboulsi, Violeta	006012	Vincze, Carlie	018805	Wolek, Laura	010576
Tracey, Jessica	008488	Viotto, Candice Elizabeth	012682	Wolgemuth, Jenna Lynn	013248
Trachsler, Tara Nicole	013116	Viscek, Kathy Maria	005346	Wong, Estella Tin Sum	011137
Trader, Lana Colleen	006296	Viveiros, Conceicao	008118	Wong, Faye L	007907
Trail, Sarah Catherine	016521	Vlakov, Pamela Marie	014184	Wong, Jacqueline Ka-Lok	014337
Tran, Phuong Lan	014218	Vo, Daisy	017771	Wood, Rebecca Nicole	012358
Traplin, Nicole Elizabeth	016759	Voldock, Shelby	018356	Wragg, Johnna	007210
Tremblay, Julie P	008086	Vos, Michelle Elizabeth	017056	Wraith, Jennifer Ann	005267
Tretjakoff, Tamara	011622	Vu, Ashley	019556	Wright, Katelyn	014142
Trimble, Crystal	018707	Wagner, Alicja	008324	Wu, Lanxiao	019240
Troyan, Katherine Meredith	009665	Waichenberg, Michelle	011430	Wu, Li Jung	017805
Truong, Sandy	016453	Walden, Joelle	009129	Xia, Lei	011620
Tryon, Brenda Louise	004838	Walker, Christina Marie	017133	Xie, Hua	014489
Tsandelis, Rebecca	019420	Walker, Laurie Ann	008020	Xie, Yu	019289
Tsang-Munro, Angela	006800	Wall, Danyka	019642	Xu, Chen Yan	012728
Tseng, Beverly	018264	Wall, Zephia Casandra	016140	Yacuk, Emily Anne	014257
Tsikrikis, Maria	010555	Wallace, Kristina Breanne	012602	Yadav, Ankur	018008
Tsui, Wai Man Ariel	007751	Waller, Dorothy	002468	Yaghini, Laleh	018282
Tucci, Lizelle	006466	Walton, Tracey Lynn	011243	Yake, Kathleen Andrea	002491
Tucker, Marion Elizabeth	014189	Wan, Lei	015588	Yan, Bernadette Ann	004636
Tuff, Katherine	018321	Wan, Vanessa Yu Wah	015105	Yang, Elaine	015179

Yang, Xiaowei	019368	Dolan, Christina Elaine Ann	016866	Chang, Saima	017020
Yavari, Akram	014795	Donohue, Justina Ann	013363	Grimm, Valerie Louise	000939
Yeomans, Mary-Ellen	005775	Edwards-James, Tinika Samara	017198	Kaka, Pooja	015552
Yeung, Ka Lui Karen	012337	Ellis, Kathryn Margaret	013165	Kohli, Kashish	016495
Yeung, Kimberly Mae	012102	Febrillet, Concetta (Tina)	007079	Ku, Hsiao-Wen	013057
Yip, Lan Thi	014423	Filipe, Debbie Clara	010749	MacDonald, Shelley L E	003246
Yochim, Christina Maria Janette	014053	Foerster, Ashley Marie	015356	MacEachern, Cathleen Joy	002470
Youhanna, Ghasaa (Miriam)	012793	Fortier, Samantha Kathleen	018075	Muellejans, Rosanne	004995
Youkhana, Ronza	019201	Galbraith, Brooke Olivia	012420	Patenaude, Sandra E	002009
Young, Carol Mary D	003177	Geneta-Freeman, Jacqueline	013040	Viveiros-Lea, Victoria	015262
Young, Kimberley Roxanne	004733	Gonsalves-Spence, Natasha	008104	Campbell, Denise Francine	010736
Zachari, Katrina	019096	Gregoire, Celine	018929	Carter, Dawn Patricia	009537
Zahid, Merina	017737	Hum Mui, Anna May Yuet S	001149	Chauvin, Sylvie T	002994
Zaman, Maryam	013823	Hutchinson, Meghan Eileen	015596	Filiatreault, Anne Marie	018273
Zamfir, Mioara	007585	Jamaly, Fatema	019710	Hultslander, Kathleen M	002143
Zammit, Erica Roslynn	007720	Janula, Joanna Victoria	010479	Kennedy-Baker, Christeen Anne	008734
Zammit, Mya Christine	017442	Jazvac, Gloria	014159	Lombardo, Antonietta	010471
Zanatta, Krista Brianne	013146	Josan, Arshdeep Kaur	013897	Ridsdale, Jennifer Catherine	017378
Zangrilli, Liana	005119	Jutla, Supneet	016151	Walker, Kristina Ruth	005723
Zarosa, Olya Anastasia	010011	Kim, Samantha Arum	016570		
Zawar, Sania	013745	Knelsen, Heather	009382		
Zawislak, Jasmine	018536	Lam, An	018606		
Zhang, Jie	014934	Lanthier, Jessica	017613		
Zhang, Vivian Qiaoer	014893	Limson, Regina Dumadaog	017211		
Zhang, Xiao Su	011970	Lopes, Brenda Melissa Lourenco	017412	Gill, Harpreet Kaur	016323
Zhang, Ying	012181	Mandi, Kalpana	016607	Mackenzie, Karen	004993
Zheng, Ling Ling	014950	Marsdin, Ashlee Danielle	017498		
Zheng, Zhai En	011916	May, Candace Lynn	016539		
Zhong, Haiyan	011156	Maydo, Jessica	018222		
Zhukas, Sylvia	012802	Merzanis, Susan Alexandra	004261		
Zielinski, Braedi Madison	017691	Milot, Ashley	016749		
Zinina, Olena	014667	Mirassol, Ana Paula Pincaro	016711		
Zinn, Erica Lucy	012623	Mishak, Daniella	018199		
Zorzit, Lee-Ann	001763	Moloughney, Kathleen Mary Helen	017350		
Zreik, Rosa	018937	Moyo, Justine Komugisa	017353		
Zubac, Nevena	010686	Nawabi, Yalda	017654		
Zuberi, Nida Jayna	016592	Neal, Brandy Diane	017939		
Zultek, Alexandra Marie	014670	Nietvelt, Shayna	018713		
Zupan, Lynn	006746	Philp, Jessica	012162		
		Potter, Freya Lenore	018380		
		Potter, Scotia	018816		
		Pupkin, Suzanne	003138		
		Schwartz, Nancy	002661		
		Schwenker, Hayley	018543		
		Smith, Ashley Rose	011816		
		Sproule, Rebecca	014921		
		Tian, Fengwen	012205		
		Tomash, Bianca	018337		
		Trudel, Kristyna Michelle	008650		
		Umerenko, Eleonora	008942		
		Vidric, Katelyn Nicole	015841		
		Villaflor, Yvette Uchida	016303		
		Walker, Christina Marie	017133		
		Wood, Rebecca Nicole	012358		
		Yeung, Cheng I	017585		

## Authorized for Self-Initiation

June 16, 2018 – September 30, 2018

Abbott, Brooke	018214
Bahramishad, Sarvin	015448
Baluyot, Lieann M	014083
Barbuceanu, Aurelia	013985
Barlow, Sheryl Ann	006051
Beaudry, Kristal	014020
Bhimji, Rozina	004515
Boreham, Anneli Nancy	011390
Castano, Juliana	016944
Cave, Jashona Sharese Alana	017529
Chen, Chih-Wei	018458
Cilia, Mina Antonella	017731
Coniam, Karen Ann	011092
Copic, Milica	017961
Cordick, Brianna	018189
Cornish, Melissa Lynn	012160
Cowan, Amanda Nichole	017667
Dalal, Vivek	018899
De Souza, Ashley	011016
Degawan, Adrienne	018331
Dekoker, Eva Maija	017968
Dela Cruz Moralejo, Jean	016243
DeWal, Samantha Shannon	017640
Dhaliwal, Gurjeet Kaur	018022
DiFabio, Susan Lynn	007655
Dobos, Emily Catherine	016903
Dobson, Brittany	016946

## Reinstated

June 16, 2018 – September 30, 2018

MacKenzie, Karen	004993
McCrea, Felicia	018152
Valentini, Crystal Dale	011399

## Resignations

June 16, 2018 – September 30, 2018

Barrette, Gwen Alison	002049
Bavetta-Beqaj, Virginia	002778
Beiler, Carol	000941
Brule, Rodrigue C	007946

## Suspended for Non-Payment

June 16, 2018 – September 30, 2018

Gill, Harpreet Kaur	016323
Mackenzie, Karen	004993

## Suspended by Order of the Discipline Committee

Effective July 27 2018

Aarons, Camille Chandra	007935
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## Suspended for Non-cooperation

*Suspensions for non-cooperation*

*are pursuant to section 59(2) of the*

*Health Professions Procedural Code*

*(Schedule 2 of the Regulated Health*

*Professions Act, 1991).*

*Effective October 31, 2018*

Osobleh, Laila	014885
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## Interim Suspension

*Interim suspensions are imposed*

*pursuant to section 25.4 of the*

*Health Professions Procedural Code*

*(Schedule 2 of the Regulated Health*

*Professions Act, 1991), when the ICRC*

*is of the opinion that the registrant's*

*conduct exposes or is likely to expose*

*clients to harm or injury.*

*Effective June 23 – July 8, 2018*

Johnson, Gwen Elisabeth	004833
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## Revoked with Cause

*Effective June 25, stayed September 21,*

*2018 pending appeal*

Tanase, Alexandru	016236
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*Effective July 24, 2018*

Wehrle, Samantha Nicole	016197
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