

College of DENTURISTS of Ontario

2025 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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1. Background

Under section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA), which is substantially similar to section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA).

“A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations”.

Section 22.9 of Schedule 2 of the RHPA and Section 23 of FARPACTA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its annual Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2025.

The FRP:

- Collects information about the organization, applicants to the profession and current membership.
- Provides information to the public about how the organization has implemented fair registration practices during the reporting period.
- Helps the OFC to successfully undertake the education and compliance activities which include monitoring, applying a risk-informed compliance framework, assessing performance, and sharing best practices.
- Determines whether the regulator is complying with recently enacted legislative and regulatory provisions designed to reduce barriers for domestic labour mobility and internationally trained applicants.
- Identifies trends across regulated professions and regulated health colleges.

2. Organization information

Organization name	College of DENTURISTS of Ontario
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3. Registration requirements

Applicants to the regulated professions and compulsory trades must fulfil registration requirements to practice their profession or use a professional title. This section summarizes registration requirements for each profession or trade regulated by College of DENTURISTS of Ontario

Licensing requirements (brief description for each requirement listed):

Profession/ Trade Name	Denturist
Academic requirement	The applicant must have successfully completed a post-secondary program in denturism or equivalent that, i. is approved by the Board of Directors or an accreditation body designated by the Board of Directors, or ii. is, in the opinion of a panel of the Registration Committee, substantially equivalent to

	a program approved by the Board of Directors or an accreditation body designated by the Board of Directors.
Experience requirement	None, the College does not require prior experience.
Language requirement	The applicant must be able to speak, read and write either English or French with reasonable fluency
Additional information on licensing requirements (may include links to appropriate page on regulator website):	The applicant must have successfully completed a qualifying examination in denturism set or approved by the Council. The applicant must have successfully completed, no earlier than 12 months prior to the date of application for registration, the jurisprudence program that was set or approved by the Council. The applicant must be a Canadian citizen or a permanent resident of Canada or have an authorization under the Immigration and Refugee Protection Act (Canada) consistent with the applicant's proposed certificate of registration. The applicant must, at the time of application, provide the Registrar with the results of a current police record check.

4. Third party assessments

Third party organizations that assess qualifications on behalf of the regulator.

Organization name	Function
International Credential Evaluation Service	Academic credential evaluation
International Qualifications Assessment Service	Academic credential evaluation
International Credential Assessment Service of Canada	Academic credential evaluation
World Education Services	Academic credential evaluation

Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

College of DENTURISTS of Ontario takes the following measure(s) to ensure fair and timely assessments:

World Education Services or equivalent organization (as recognized by the Alliance of Credential Evaluation Services of Canada as an approved assessment agency), are used by applicants of the College to authenticate their original academic credentials. The College does not use these third-party service providers to conduct the evaluation of academic credentials (it is conducted by the Registration Committee for equivalency purposes), but rather authenticate that the academic credentials submitted are genuine, its potential equivalency to a Canadian educational program, a potential copy of their diploma/degree that was awarded, and the original language of teaching used during the program to determine language proficiency.

5. Accomplishments, risks and mitigations

Key accomplishments and risks pertaining to fair registration practices during the reporting period are summarized below.

A. Accomplishments

1	Passage of the updated Registration Regulation. The new regulation ushers in a new chapter of right-touch regulation at the CDO by supporting Ontario's workforce through new reinstatement provisions for recently resigned or retired Denturists, increases regulatory flexibility through the creation of the inactive class for those on parental/medical/sabbatical leave, and reduces regulatory burdens by decreasing required currency practice hours requirement from 1500 hours to 750 hours. For applicants (Domestic or International), the regulation now transfers the testing of jurisprudence principles from the formal Qualifying Examinations into a more appropriate College-level program instead. The CDO has launched an all new, on demand, online Jurisprudence Examination. Consisting of 30 randomized multiple-choice questions, it is offered free of charge, with no limit on the number of attempts. In the long term, the CDO is exploring converting the Jurisprudence Examination into an interactive course module. As the goal of the CDO is to ensure new applicants learn and understand Jurisprudence and Ethics principles, we believe a learning module may be a better modality. The new regulation aligns with the Government of Ontario's goal of promoting French language and services – the first CDO regulation to be translated fully in French including French titles for Denturists: denturologue, denturologue (inactif) New gender-neutral terminology is also used throughout the new regulation. The new regulation also removed a mandatory list of courses and curriculum found in the previous regulation that Denturism programs in Ontario had to offer to be considered an approved program. This change also permits the Registration Committee greater flexibility during their review of internationally educated applicant's credentials when determining equivalency to an Ontario program.
2	Reduced documentation requirements for internationally educated applicants. In August 2025, the CDO removed the requirement for internationally educated or out of province applicants to supply course syllabi or course curriculum to support their academic assessment process for educational equivalency. This process change will reduce the documentation and administrative requirements further for internationally educated applicants.

B. Risks and Mitigations

Risk	Mitigation Measure
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Document security	The CDO identified document security as a potential risk related to the emailing of documentation from labour mobility applicants/As of Right applicants to support their applications. As a result, the CDO began building an online labour mobility/As of Right application portal with a secure document uploads portal. The portal is slated to be completed in early 2026.
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6. Changes to registration practices

During the January 1 to December 31, 2025 reporting period, College of DENTURISTS of Ontario has introduced the following changes impacting its registration processes. Changes, anticipated impacts, and risk mitigation are summarized below.

A. Registration requirements and practices

Registration process	Changes Made (Yes / No)	Description
Timelines for registration, decisions and/or responses	No	
Changes to internal review or appeal process	Yes	The new Registration Regulation removed a mandatory list of courses and curriculum found in the previous regulation that Denturism programs had to offer to be considered an approved program. As a result, the Registration Committee now has greater flexibility during their review of internationally educated applicant's credentials when determining equivalency to an Ontario

		program by no longer being required to ensure the applicant had such equivalent courses found in the previous regulation.
Assessment of qualifications, including competency-based assessments and examinations	No	
Registration requirements either through regulation, by-law or policy	Yes	With the updated Registration Regulation, all new applicants as of January 1, 2026, are required to complete a Jurisprudence Program prior to registration. While this appears to be a new requirement for all new applicants, it actually permits the CDO to transfer the testing of jurisprudence principles from the formal Qualifying Examinations into a more appropriate College-level program instead. As a result, the CDO has launched an all new, on demand, online Jurisprudence Examination. Consisting of 30 randomized multiple-choice questions, it is offered free of charge, with no limit on the number of attempts. In the long term, the CDO is exploring converting the Jurisprudence Examination into an interactive course module. As the goal of the CDO is to ensure new applicants learn and understand Jurisprudence and Ethics principles, rather than testing, we believe a learning module may be a better modality. As well, previously with the former Registration Regulation, the regulation required applicants to submit their applications for a Certificate of Registration within 12 months of completing the Qualifying Examinations. If they applied later than 12 months, they would have to recomplete the Qualifying Examinations. While fortunately, this

		has not yet occurred for any applicants, the new regulation permits much greater flexibility by requiring applicants who submit their applications after 12 months, a new pathway to have the Registration Committee determine a suitable refresher program instead. The policy of the 12 months from examinations to application is rooted in the principle of ensuring applicants have currency of knowledge but the prior regulation was unforgiving with no regulatory flexibility. The updated regulation takes a more right-touch approach by permitting the Registration Committee to review the circumstances and determine appropriate measures to bring the applicants currency of knowledge back up depending on the length of time from their studies, completion of the examinations, and application date.
Documentation requirements for registration	Yes	Internationally educated applicants and out of province applicants are no longer required to submit course syllabi or course curriculum to support their academic assessment process for educational equivalency to an Ontario program. This process change will reduce the documentation and administrative requirements further for internationally educated applicants and out of province applicants.

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Anti-racism and inclusion-based	No	

policies and practices		
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C. System partners

Registration process	Changes Made (Yes / No)	Description
Steps to increase accountability of third parties	No	
Mutual recognition agreements	No	
Accreditation of educational programs	Yes	In March 2025, the College Council approved an "Approved Denturism Programs Policy". The policy seeks to clarify the Registration Committee's position on what programs it considers as substantially equivalent to a program approved by the Council or an accreditation body designated by the Council. Based on this policy, The Registration Committee has determined that, for a program to be deemed equivalent, the program will be accredited by Accreditation Canada. Currently the policy lists the following educational institutions that have been accredited by Accreditation Canada and therefore applicants do not have to undergo the internal academic assessment process: George Brown Polytechnic Georgian College of Applied Arts and Technology Oxford College of Arts, Business and Technology Northern Alberta Institute of Technology

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Steps to address labour issues (minister/stakeholders consultations, check demand-supply gap, etc)	Yes	In 2025, the CDO worked extensively along with the other Ontario health regulators to implement As of Right rules in Ontario. As of Right legislation in Ontario aims to speed up the process for health care workers, including Denturists, registered in other Canadian jurisdictions to begin practising in Ontario while completing their registration with the College. Under As of Right, Registered Denturists in another Canadian province can have up to six months from the start of their Labour Mobility application (or Certificate of Registration application) to practise in Ontario while completing their applications. They will be asked to sign an attestation form stating that they meet the requirements listed below and provide proof of active professional liability insurance for Ontario.
Other	No	

7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. Information is collected for the purpose of discerning statistical changes and trends related to a regulator's membership, application volumes, licensure/certification results, and appeals year over year.

A. Race-based data collected

	Race-based data collected?
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	(Yes or No)
Members	No
Applicants	No

Additional description:

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B. Other identity-based or demographic data collected

	Other identity-based or demographic data collected? (Yes or No)
Members	Yes
Applicants	Yes

Additional description:

The CDO collects data on gender and age.
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C. Languages of service provision

College of DENTURISTS of Ontario makes application materials and information available to applicants in the following languages.

Language	Yes / No
English	Yes
French	Yes
Other (please specify)	

D. Membership Profile

Profession Name	Total Number of Members
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Denturist	810
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Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	810	34

Gender	Number of Members
Female	311
Male	498
X (includes trans, non-binary, and two-spirit people)	1

Jurisdiction of Initial Training	Number of Members
Other provinces and territories	19
Other International	34
Ontario	757

Country of Initial Training	Number of Members
Afghanistan	1
Algeria	1
Bolivia	1
Canada	776
China	1
Colombia	1
Czechia	1
Egypt	2
France	1
Croatia	1

India	9
Iran	3
Israel	1
Mexico	1
Philippines	6
Russia	1
Ukraine	1
Venezuela	1
South Africa	1

Official language of preference	Number of Members
English	810

Racial identity (optional)	Number of Members
Not collected	810

E. Data Notes

For language of preference, the College does not specifically collect this data. The College, however, collects whether they have the ability to professionally provide service in either official languages. French: 46 registrants, English 810 registrants.

F. Applicant Profile

Profession Name	Total Number of Applicants
Denturist	48

Gender	Number of Applicants
Male	21
Female	27

Jurisdiction of Initial Training	Number of Applicants
Ontario	40
Other provinces and territories	2
Other International	6

Country of Initial Training	Number of Applicants
Canada	42
India	4
Iran	1
Mexico	1

Official language of preference	Number of Applicants
English	47
French	1

Racial identity (optional)	Number of Applicants
Not collected	48

G. Data Notes

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2025. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	40	0	0
Other provinces and territories	2	0	0
Other International	6	0	0

Applications with decisions pending

The table below summarizes the inventory of applications in progress as of December 31, 2025. Again, some of these applications may have been received in the previous year.

Jurisdiction of initial training	Incomplete	Complete	Total
Ontario	1	0	1
Other provinces and territories	0	0	0
Other International	0	0	0

I. New Registrants

For the 2025 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants	Number of internationally educated registrants
Full / General/ Independent Practice	47	6

J. Data Notes

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K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal

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Issues raised in reviews and appeals can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals

Internationally trained applicants face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

Reason for not registering	Number of internationally trained applicants

L. Data Notes

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Glossary of terms

Applicant: An individual who has applied for membership in a regulated profession or compulsory trade, with the associated rights to practice their profession / trade or use a professional title.

Domestic labour mobility: Applications subject to the Canadian Free Trade Agreement, which stipulates that a certificate issued by one province or territory should be recognized by all others unless there is an exception due to public health, safety and security reasons.

Internationally educated / trained: An individual whose initial professional education was not from a Canadian educational institution, or who is applying for trade certification based on experience gained outside Canada. This category includes individuals with education / training in the US and other countries. It also includes individuals who completed their initial professional education outside Canada and later addressed gaps with courses or a bridging program based in Canada.

Jurisdiction of initial training: For professions, the jurisdiction in which an applicant obtained their initial professional education used in full or partial fulfilment of registration requirements. For trades, the jurisdiction of initial trade experience listed on a Trades Equivalency Assessment (TEA) application.

Member: An individual who has satisfied the conditions for registration in their profession / trade and has been granted the right to practice and/or the right to use a professional designation or title. Members may hold a full license to engage in independent practice, or they may hold an alternate class of registration.

Racial identity: Voluntary self-report data of racial identity as a social description. Follows categories identified in the Ontario Anti-Racism Directorate Data <<https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism>> .

Registration requirements: the entry-to-practice requirements that that an applicant must meet to be granted full membership in a regulated profession or trade, with the associated right to practice or right to use a professional title.

- **Academic requirement:** The formal education, or equivalent, that is required for licensing or certification in a particular regulated profession or trade.
- **Experience requirement:** The experiential training or work experience that is required for licensing or certification in a particular regulated profession or trade.
- **Language requirement:** The level of language proficiency that is required for licensing or certification in a particular regulated profession or trade, and the language proficiency tests accepted in fulfillment of this requirement.

Third party service provider: An external organization that assesses applicant qualifications on behalf of the regulator.