

PROVINCE OF NOVA SCOTIA
CITY OF HALIFAX

IN THE MATTER OF: **A Settlement Agreement pursuant to section 87 of the
Regulated Health Professions Act, SNS 2023, c 15**

BETWEEN: **Nova Scotia Regulator of Psychology**

-and-

Nataša Mitrović, Candidate Register Psychologist

ACCEPTANCE OF SETTLEMENT AGREEMENT

Professional Conduct Committee: Sean Ponnambalam, JD, Chair
Dr. Shelley Goodwin, R. Psych.
Heather Power, R. Psych.

Counsel: Ryan Baxter, Counsel for the Regulator
Amy MacGregor, Counsel for Ms. Mitrović

Date: July 2, 2026

Background And Overview

The Professional Conduct Committee of the Nova Scotia Regulator of Psychology (the “**NSRP**”) accepted a Settlement Agreement advanced by the NSRP and Nataša Mitrović, Candidate Register Psychologist, and recommended by the Complaints Committee of the NSRP, pursuant to section 87 of the *Regulated Health Professions Act* and section 27 of the Regulated Health Professions General Regulations.

The Settlement Agreement contained agreed facts, the allegations against Ms. Mitrović, her admissions of professional misconduct, and the agreed disposition.

The matter arose from complaints regarding Ms. Mitrović’s relationship with a client referred to as Client A. Ms. Mitrović began providing psychological services to Client A in January 2021. During a therapy session in August 2021, Client A disclosed employment and financial difficulties. Ms. Mitrović subsequently offered Client A employment as an administrative assistant at Roth and Associates, her psychology practice. Client A accepted the position and remained employed there until May 2022. During this period, Ms. Mitrović continued to provide psychological services to Client A.

Over time, Ms. Mitrović and Client A developed a personal relationship. The relationship included inviting Client A into Ms. Mitrović's home for work and family gatherings and the exchange of personal text messages. The relationship eventually deteriorated. Ms. Mitrović terminated both the employment and therapeutic relationships and did not arrange for continuity of care or a transfer to another psychologist. She also failed to disclose the dual relationship to her candidacy supervisor until after the relationship had deteriorated.

Client A reported significant emotional and financial consequences following the termination of the employment and therapeutic relationships, including financial struggles, difficulty trusting mental health professionals, and the loss of an important source of support.

During the investigation process, Ms. Mitrović cooperated with the Regulator, agreed to voluntary undertakings, practised under supervision, and completed remedial education in ethics.

Allegations Against Ms. Mitrović

The following allegations were referred by the Complaints Committee to the Professional Conduct Committee:

Ms. Mitrović engaged in professional misconduct by:

- a. failing to maintain appropriate boundaries by employing Client A at Roth and Associates;
- b. failing to maintain appropriate boundaries by entering into a personal relationship with Client A, including:
 - i. exchanging personal text messages with Client A; and
 - ii. inviting Client A to attend events at her residence;
- c. failing to refer Client A to another psychologist upon initially noting the existence of a dual relationship;
- d. failing to disclose the dual relationship to her NSBEP supervisor until the deterioration of the relationship; and
- e. failing to arrange for continuity of care for Client A upon the termination of the therapeutic relationship.

Admissions

Ms. Mitrović admitted the allegations referred to the Professional Conduct Committee and admitted that the conduct constituted professional misconduct.

Agreed Disposition

The Settlement Agreement provides for the following disposition:

- a. Ms. Mitrović is reprimanded for engaging in professional misconduct;

- b. Ms. Mitrović's registration as a Candidate Register Psychologist is suspended for an uninterrupted period of two months; and
- c. prior to the negotiation of the Settlement Agreement, Ms. Mitrović completed remedial education in ethics. The NSRP indicated that such remedial education would otherwise have been required as part of the disposition.

Costs

Ms. Mitrović will pay \$10,000 in costs towards the expenses incurred by NSRP in the processing of this complaint. Ms. Mitrović will pay monthly installments in the amount of \$275 for a period of three years to commence following the completion of her suspension.

Reasons

The Professional Conduct Committee provided the following reasons, in part, in accepting the Settlement Agreement:

This Committee is satisfied that the public is adequately and appropriately protected. Ms. Mitrović completed remedial education in ethics prior to the negotiation of the Settlement Agreement and has practiced under supervision since the complaints arose. The Committee accepted that these measures, together with the reprimand, suspension, and publication of the decision, appropriately address the underlying concerns and support the regulatory principle of remediation.

The Committee found that Ms. Mitrović failed to maintain appropriate professional boundaries and entered into a dual relationship that left Client A in a significantly vulnerable position. The overlapping therapeutic, employment, and personal aspects of the relationship increased Client A's dependency upon Ms. Mitrović and contributed to the harm experienced when both the employment and therapeutic relationships were abruptly terminated. The Committee found that these violations warranted a sanction that denounces the conduct and promotes public protection.

Counsel for the Regulator emphasized several aggravating factors supporting the proposed disposition, including the duration of the dual relationship, Ms. Mitrović's withholding of information from her colleagues and supervisor, the multiple layers of dependency created by the relationship, her failure to arrange continuity of care, and the significant impact experienced by Client A. The Committee accepted that these factors increased the seriousness of the misconduct and warranted a meaningful disciplinary response.

The Committee was also satisfied that the causes of the misconduct had been effectively addressed. It noted Ms. Mitrović's cooperation throughout the investigation, her compliance with voluntary undertakings, the absence of further concerns while practicing under supervision, and her completion of remedial education. The Committee also recognized her lack of prior disciplinary history and expression of remorse as relevant mitigating factors.

This Committee finds that the Settlement Agreement is in the best interests of the public. Ms. Mitrović has cooperated throughout the regulatory process and agreed to a

reasonable resolution of this matter, thereby avoiding the time and expense associated with a contested hearing and avoiding the need for Client A to testify. These are significant mitigating considerations.

When the terms of the Settlement Agreement are considered as a whole, the public interest is protected through the reprimand, suspension, costs award, remedial education already completed by Ms. Mitrović, and the publication of this decision. The disposition provides both specific and general deterrence and appropriately denounces the misconduct. Viewed in its entirety, the Committee is satisfied that the Settlement Agreement is in the best interests of the public.

In assessing whether the Settlement Agreement satisfies the requirements set forth in the Act and General Regulations, this Committee is mindful of the principle of deference accorded to settlement agreements recommended by the Complaints Committee and negotiated by informed parties.

Considered as a whole, this Committee is satisfied that the preconditions required for approving the Settlement Agreement as set out in the Act and the General Regulations have been met.