



## Q&A

### May 4, 2022 –The Requirement to Notify the Registrar of Bankruptcies & Insolvency Events

1. Can the Review Committee ask your employer to questions/inform your employer of the bankruptcy/insolvency?

HRPA will not advise your employer of a bankruptcy/insolvency event that you have disclosed to the HRPA. However, the Review Committee has the authority under the Act to request the Registrar to appoint an investigator and investigate the event. Under the Act the investigator has the following powers:

- Right to enter business premises of the Member or Firm
- Require production of material.

Given these powers and the right to enter business premises it is possible that your employer may become aware of your disclosure during the course of an investigation.

2. What happens to my HRPA registration while the Review Committee is evaluating my disclosure of an insolvency event?

Your HRPA registration (membership) remains in good standing while the Review Committee is assessing whether the insolvency event poses a risk to the public. The registration status would only potentially change dependent upon a final decision by the Review Committee.

3. HRPA seems to have broad authority, particularly regarding investigations. Where does HRPA get this authority?

The Authority of HRPA as a regulatory is outlined under a statute called the Human Resources Professionals Act, 2013. This is an Act drafted and passed by the Ontario Government which designates the HRPA as the regulatory for HR in Ontario.

4. What should I do if I am uncertain whether the event I experienced should be reported?

HRPA registrants and firms must report all insolvency events. Contact the Registrar if you are uncertain as to whether the circumstances you experienced are an insolvency event. All correspondence should be sent to [registrar@hrpa.ca](mailto:registrar@hrpa.ca)