



Human
Resources
Professionals
Association

REGULATORY AFFAIRS

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NEWS AND EVENTS

2023 Registration Renewal

It's nearly that time of the year again – renewal will open on April 10 and close on May 31, 2023. The new registration year will start on June 1, 2023.

Look for an email around the beginning of April with instructions on how to complete your renewal. As usual, we will provide support for members and students experiencing financial difficulty.

Now is also a great time to make sure we have your up-to-date contact information, including your current email and postal address. Please log into your [dashboard](#) to update your information.

If you have any questions about renewal, please email renewal@hrpa.ca. We're happy to help!

Professional Regulation Demystified

When you think of the word professional regulation, what comes to mind? Hard-to-follow rules? A legalistic concept with no real impact on the HR profession? In reality, professional regulation is critical – not only in the world of HR but in the world of work. Join us as we explore these risks and the importance of professional regulation in more [detail](#).

GOVERNANCE UPDATES

SAVE THE DATE: HRPAs 2023 Annual Meeting

The Annual Meeting (AM) is one the most important events for members in the Association's calendar. Find out what we've accomplished on your behalf in the last 12 months: hear directly from the Chair, Board, and CEO about plans for 2024 and beyond, and have your voice heard by voting on some very important proposals.

In an effort to make this meeting as accessible as possible to all members, this year's Annual Meeting will be available as a hybrid meeting. This year's annual meeting will take place on **May 17, 2023**.

More details, including meeting materials, procedures, and how to register, to come closer to the date. You can view the recording of last year's Annual Meeting [here](#).

Results of HRPAs Board Elections

We are pleased to share the results of our 2023 Board of Directors Elections, which officially closed on Friday, March 10, 2023. Thank you to all the candidates who put their names forward and those who participated in the election process.

Please help us welcome HRPAs new Board Chair, Ashim Khemani, MBA, MA, ICD.D, and newest Board members:

- Assad Mallick, CHRL
- Lindsay Temple, CHRP, CHRL, CEC, MBA
- Lisa Salvini, CHRL
- Sartaj Sarkaria, CHRL

Our new Board Chair and all of our new Board members bring a wealth of professional experience and expertise to their new roles. We're thrilled to welcome these leaders who'll play an integral role in charting the path for the association and advancing the mandate of the HR profession in the public interest. Board of Director terms commence at our Annual Meeting in May. You can view their full bios on [HRPA's website](#).

CERTIFICATION AND DESIGNATIONS

Are you due to submit your CPD log by May 31, 2023?

If you are due to submit your Continuing Professional Development (CPD) log by May 31, 2023, please submit your activities using the online CPD log that is accessible through your dashboard.

Detailed information about the CPD requirement is available in the Continuing Professional Development section of our website [here](#).

***Important Note:** HRPA recognizes that completing CPD logs by the May 31, 2023 deadline may be a concern for some members. For those who may require an extension for this CPD period, you may do so by completing the [Continuing Professional Development Extension Request Form](#). All extension requests must be submitted prior to the May 31, 2023 CPD deadline.

PROFESSIONAL COMPLAINTS

We are committed to promoting and protecting the public interest by governing and regulating the practice of members, students, and firms registered with the Association in accordance with the [Registered Human Resources Professionals Act, 2013](#) and our [By-laws](#), as well as providing transparency regarding our disciplinary processes. For this reason, we share a summary of complaint matters that were recently referred to the Complaints Committee for review. We believe this information will help our members, students, and firms to better understand their duties related to promoting and protecting the public interest.

The complaint information is being shared for transparency and educational purposes only and none of the allegations outlined below have been proven at this time.

To review the Code of Ethics and Rules of Professional Conduct, as well as any professional guidance issued by HRPA, please visit our [Professional Guidance website](#).

Complaints Registered in Q1 2023

Case: C-2022-14

Date complaint filed: December 12, 2022

Summary: It is alleged that the registrant did not act professionally when responding to a workplace safety issue. Specifically, it is alleged that the registrant acted in a manner that knowingly condoned illegal activity and disregarded an imminent risk of serious bodily harm or death. Furthermore, it is also alleged that the registrant did not balance organizational and employee needs and interests, or take reasonable steps to correct false or misleading statements. It is alleged that the registrant was not alert to, or make appropriate accommodations for, those who are vulnerable and failed to keep up to date with law, HSPA guidance and other requirements relevant to the practice of Human Resources. It is alleged the registrant did not adequately promote fair and equitable treatment of everyone in the workplace, or advocate for policies that foster fair, consistent, inclusive and equitable treatment. Lastly, it is alleged the registrant failed to act in the best interest of others by failing to address the impact of management plans and decisions on people, and by failing to provide full and accurate information.

Code/Rule: Professionalism, s 7, 8, 9; Trustworthiness, s. 2, 9; Respect, s. 2, 4, 7; Competence, s. 2, 3, 6; Equity and Fairness, s. 2, 3; Best Interest of Others, s. 2, 3

Case: C-2023-01

Date complaint filed: January 19, 2023

Summary: It is alleged that the registrant failed to respect the principles of equity, diversity, inclusion and belonging by engaging in bullying and harassing behaviour towards an racialized employee. Furthermore, it is also alleged that the registrant acted in a retaliatory manner when an employee exercised their rights. Lastly, it is alleged the registrant failed to promote and maintain a healthy, safe and inclusive workplace, and failed to inform on significant, inherent and reasonably foreseeable risks associated with a recommendation.

Code/Rule: Professionalism, s. 10; Respect, s. 3; Competence, s. 8; Equity and Fairness, s. 1

Case: C-2023-02

Date complaint filed: February 2, 2023

Summary: It is alleged that the registrant failed to act professionally during a licensing exam and subsequent investigation. Specifically, it is alleged that the registrant failed to understand their obligations to, and practice under the spirit and rule of relevant laws and regulations,

HRPA's Code of Ethics and Rules of Professional Conduct and additional professional directives. Furthermore, it is alleged that the registrant failed to accept responsibility for their decisions and actions, and provided inaccurate and misleading information.

Code/Rule: Professionalism, s. 1, 3, 12

Case: C-2023-03

Date complaint filed: February 10, 2023

Summary: It is alleged that the registrant failed to act professionally in the role of board chair. Specifically, it is alleged that the registrant failed to understand their obligations to, and practice under the spirit and rule of relevant laws and regulations, HRPA's Code of Ethics and Rules of Professional Conduct, and additional professional directives. It is alleged that the registrant practiced under conditions or situations which could impair the dignity of the profession, and engaged in retaliatory behaviour. Furthermore, it is alleged that the registrant did not identify or explain the risks associated with individual or group conduct/actions that are incompetent, unethical, or unlawful, and failed to provide information that is truthful, accurate, and contains all relevant details. It is also alleged that the registrant failed to treat colleagues with respect, and failed to promote and maintain a healthy, safe, and inclusive workplace. It is alleged the registrant failed to practice only in areas in which they have appropriate knowledge and skills. Lastly, it is alleged the registrant did not respect the principles of equity, diversity, inclusion and belonging, nor foster an environment that offers safety, belonging and inclusion for all.

Code/Rule: Professionalism, s. 1, 2, 3, 7, 10, 12; Trustworthiness, s. 1, 6, 7; Respect, s. 1, 3, 5, 8; Competence, s. 1, 2, 3; Equity and Fairness, s. 1, 3, 4

Case: C-2023-04

Date complaint filed: February 24, 2023

Summary: It is alleged that the registrant failed to disclose a conflict or potential conflict of interest relevant to the stakeholders when advising on an employment matter. Furthermore, it is alleged that the registrant failed to make a reasonable effort to ensure they had all relevant information before they provided an opinion. Lastly, it is alleged the registrant failed to provide full and accurate information and withheld information from parties who have a right to know.

Code/Rule: Professionalism, s. 6. Trustworthiness, s. 4, 7; Competence, s. 6; Best Interest of Others, s. 3.

Complaints Disposed of in Q1 2023

Case: C-2021-10

Date Complaint Filed: July 5, 2021

Summary: It is alleged that the member breached the Rules of Professional Conduct:

- Chapter II Division V: Confidentiality
- Chapter II Division III: Dignity in the Workplace
- Chapter V: General Duties Toward Employers, Employees, The Profession and the Public,
- Chapter VIII: Specific Duties When Managing or Supervising Others,
- Chapter II Division I: Competence
- Chapter II Division II: Legal Requirements,
- Chapter V General Duties Toward Employers, Employees, the Profession, and the Public,
- Chapter VI
- Chapter VIII: Specific Duties When Managing or Supervising Others

Date & Decision of the Complaints Committee: January 24, 2023. No referral to Discipline.

Letter of Caution Issued.

Case: C-2021-11

Date Complaint Filed: July 5, 2021

Summary: It is alleged that the member breached the Rules of Professional Conduct:

- Chapter II Division V: Confidentiality
- Chapter II Division III: Dignity in the Workplace
- Chapter V: General Duties Toward Employers, Employees, The Profession and the Public,
- Chapter VIII: Specific Duties When Managing or Supervising Others,
- Chapter II Division I: Competence
- Chapter II Division II: Legal Requirements,
- Chapter V General Duties Toward Employers, Employees, the Profession, and the Public,
- Chapter VI
- Chapter VIII: Specific Duties When Managing or Supervising Others

Date & Decision of the Complaints Committee: January 24, 2023. No referral to Discipline.

Letter of Caution Issued.

Case: C-2021-12

Date Complaint Filed: July 5, 2021

Summary: It is alleged that the member breached the Rules of Professional Conduct:

- Chapter II Division V: Confidentiality
- Chapter II Division III: Dignity in the Workplace
- Chapter V: General Duties Toward Employers, Employees, The Profession and the Public,
- Chapter VIII: Specific Duties When Managing or Supervising Others,
- Chapter II Division I: Competence
- Chapter II Division II: Legal Requirements,
- Chapter V General Duties Toward Employers, Employees, the Profession, and the Public,
- Chapter VI
- Chapter VIII: Specific Duties When Managing or Supervising Others

Date & Decision of the Complaints Committee: January 24, 2023. No referral to Discipline.

Case: C-2021-13

Date Complaint Filed: July 5, 2021

Summary: It is alleged that the member breached the Rules of Professional Conduct:

- Chapter II Division V: Confidentiality
- Chapter II Division III: Dignity in the Workplace
- Chapter V: General Duties Toward Employers, Employees, The Profession and the Public,
- Chapter VIII: Specific Duties When Managing or Supervising Others,
- Chapter II Division I: Competence
- Chapter II Division II: Legal Requirements,
- Chapter V General Duties Toward Employers, Employees, the Profession, and the Public,
- Chapter VI
- Chapter VIII: Specific Duties When Managing or Supervising Others

Date & Decision of the Complaints Committee: January 24, 2023. No referral to Discipline.

Letter of Caution issued.

DISCIPLINE NOTICES

In accordance with sections 13.06 and 13.07 of the By-laws and the *Registered Human Resources Professionals Act, 2013*, HRP publishes Notices of Hearings and any decisions

rendered by the Discipline Committee concerning registrants facing allegations of professional misconduct or incompetence. There are currently two Notices of Hearings.

A motion to stay the allegations has been scheduled for **April 21, 2023**. The referral was made to the Discipline Committee on September 23, 2022 and the Notice of Hearing has been served to the registrant. The motion will be held virtually and is open to the public.

To attend the Discipline Committee hearing as an observer, please contact the Office of the Registrar at registrar@hrpa.ca for more details.

To access the current Notices of Hearing, the hearing schedule, and full decisions of the Discipline Committee please visit the [Discipline section](#) of HRPAs website.

CONTACT US

Need Assistance?

We are available via phone, email, and phone appointment Monday – Friday from 8:30AM – 5:00PM. If you require assistance or have any questions, please contact us and we will be happy to help.

416.923.2324 | Toll-Free: 1.800.387.1311 | [Phone Appointment](#) | registrar@hrpa.ca

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