



Human
Resources
Professionals
Association

REGULATORY AFFAIRS

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NEWS AND UPDATES

2024 Renewal

It's nearly that time of the year again – renewal opens on **April 2** and closes on **May 31, 2024**. The new registration year begins on June 1, 2024.

Expect an email in early April with instructions for completing your renewal. If you have any questions about renewal, please email renewal@hrpa.ca – we're happy to help!

Are you required to submit your CPD log by May 31, 2024?

Submit your Continuing Professional Development (CPD) log using the online CPD log, which is accessible through your Dashboard, if you are due to submit your log by May 31, 2024.

The Continuing Professional Development [section of our website](#) provides detailed information about the CPD requirement.

Professional Liability Insurance

If you are currently providing human resource services on an independent basis, you are required to annually [submit](#) your professional liability insurance information to the HRP. You are required to resubmit your information when you do any of the following:

- [renew](#) an existing policy;
- [change](#) insurance providers; or

- [cancel](#) an existing policy.

Further information on the Professional Liability Insurance requirement is available in the HRPA [Professional Liability Insurance Guidebook](#).

Did you know?

You can look up HRPA registrants on the [Public Register](#)?

GOVERNANCE UPDATES

SAVE THE DATE: The HRPA's 2024 Annual Meeting

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

This year's Annual Meeting will be held virtually.

This year's Annual Meeting will take place on **May 22, 2024**.

More details, including meeting materials, procedures, and how to register, will be provided closer to the date.

You can view the recording of last year's Annual Meeting [here](#).

Results of the HRPA Board Election

We are pleased to share the results of our 2024 Board of Directors Elections, which officially closed on February 16, 2024. Thank you to all the candidates who put their names forward and those who participated in the election process.

Please help us welcome the HRPAs newest Board members:

- Samuel Bodunrin, CHRP, CHRL
- Nicole Desloges, CHRE
- Trina Hayden, CHRP, CHRL

Each of our new Board members brings a wealth of professional experience and expertise to their new roles. We're thrilled to welcome these leaders who will play an integral role in advancing regulation and governance of the human resources profession in the public interest.

You can view their full bios on the [HRPA's website](#).

PROFESSIONAL GUIDANCE

The HRPAs Practice Standard: Workplace Violence, including Domestic Violence

According to Statistics Canada, in 2019, for one in four victims of violent crime, the violent crimes occurred in the workplace. HRPAs practice standard, [Addressing Workplace Violence, Including Domestic Violence](#), offers guidance and sets out the minimum expectations required of all HRPAs members, students, and firms regarding

- workplace violence;
- domestic violence and its connection to workplace violence; and
- potential signs of domestic violence.

CERTIFICATION AND DESIGNATIONS

HRPA Practice Exams

Are you getting ready to write exams for your HRPAs designation in 2024? You're on the right track! An HRPAs designation carries value and sets you apart from the rest, equipping you to learn more, earn more, and advance your career.

If you're writing the **CHRP** or **CHRL Knowledge Exam**, we have re-launched our **fully-calibrated practice exams** – with real questions from past exams – to help you 'ace it'!

[Register Today!](#)

PROFESSIONAL CONDUCT

We are committed to promoting and protecting the public interest by governing and regulating the practice of members and students registered with the HRPAs in accordance with the [Registered Human Resources Professionals Act, 2013](#) and our [by-laws](#). Providing information related to discipline and complaints facilitates transparency regarding our processes and is intended to help our members and students better understand their duties and adjust their own practices as appropriate.

There were no discipline matters during this quarter. Information regarding discipline matters is posted on the HRPAs [website](#).

The Complaints Committee received 10 referrals and issued 6 decisions in the first quarter of 2024. Complaint matters are not posted on the HRPAs website, but a summary of allegations in complaints referred to the Complaints Committee for review this quarter is set out below.

Please note that one complaint may contain several allegations. No determination has been made with respect to the allegations. The allegations include the following:

- failing to understand the registrant's obligations to meet and practice under the spirit and rule of relevant laws and regulations, including the [HRPAs Code of Ethics and Rules of Professional Conduct](#);

- failing to recognize or further investigate workplace allegations of harassment and being bullied under s. 32.0.7(1) of the *Occupational Health and Safety Act*;
- failing to abide by the HRPA Practice Standard: Conducting Workplace Investigations and the Practice Guideline: Addressing Racism and Racial Discrimination in the Workplace;
- failing to promote and maintain a healthy, safe, and inclusive workplace;
- failing to respect principles of equity, diversity, inclusion, and belonging, and failing to foster an environment that offers safety, belonging, and inclusion for all; and
- failing to recognize relevant laws and regulations in relation to allegations of harassment and violence.

CONTACT US

Need Assistance?

We are available via phone, email, and scheduled phone appointments, Monday to Friday from 8:30 AM to 5:00 PM. 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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