

# Discipline Case Digest



COLLEGE OF  
**APPLIED BIOLOGY**  
Professional Accountability

File: 013-01

## Allegation:

A complaint was submitted against a College Member alleging violation of the College Code of Ethics. The complaint alleged unethical and unfair practice by the subject member and violation of Principle 2: Provide a professional standard of service to clients and employers by conducting business practices fairly, avoiding conflict of interest and respecting client/employer confidentiality; Principle 6: Uphold professional obligations to the College while in the workplace; Principle 7: Maintain a standard of personal and professional conduct that does not reflect adversely on the College or its members. The complainant alleged that the subject member violated the conditions of their contract with their former employer when they left the employ and set up an office close to their former employer and by working with clients of the company after leaving the company.

## Member Action:

The subject member disputed the allegations and provided evidence that they had done their due diligence by consulting with a lawyer and getting legal advice on the terms of the contract with their former employer before leaving.

## Decision:

The Discipline Committee dismissed the complaint citing in their decision that they were satisfied that the subject member had done their due diligence in seeking legal advice before leaving their former employer.

## Postscript:

In general members demonstrate good business ethics if they conduct business practices openly, fairly, honestly, and legally; respecting the interests and confidentiality of clients, employers and employees in all aspects of business transactions. Members should provide clients and employers with high quality services and exercise care and communicate clearly in accepting assignments.