



File #21-01

Subject Member: Registered Professional Biologist

Complaint Submitted: January 26th, 2021

Date of Decision: April 5th, 2021

Complaint Summary:

A complaint was submitted against a member of the College alleging unethical conduct, in particular, the allegations were that the subject member breached the Code of Ethics and Professional Conduct:

Principle 2 - Undertake assignments and offer opinions only in areas in where training and ability make the registrant professionally competent.

Principle 4 - 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 8 - Avoid injuring the reputation of others through malice or negligence.

The complaint alleged the respondent breached the Code of Ethics and Professional Conduct while engaging in social media by a) harassing and intimidating a non-registrant biologist b) using inappropriate hashtags and changing their social media handle c) breached conflict of interest due to their employment d) The complainant alleges the biologist, and perhaps other individuals, are in physical danger as a result of the social media comments.

Decision:

The Investigations Committee (the Committee) reviewed detailed submissions from both the complainant and the respondent. In their review, the Committee determined that the RPBio did not breach of the College Code of Ethics and Professional Conduct. However, the Committee did remind the respondent to be mindful of *Principle 7 - Maintain a standard of personal and professional conduct that does not reflect adversely on the College or its registrants* while engaging in social media. As per Bylaw 9-8(e), the Investigations Committee dismissed the complaint and the file is closed.