

Notice under the Engineering and Geoscientific Professions Act

This Notice is provided in accordance with Section 36.2(1) of *The Engineering and Geoscientific Professions Act*.

This is Notice that on June 10, 2025, a professional member was formally cautioned by the Association's Investigation Committee. The Formal Caution relates to the member's unacceptable and offensive conduct in their interactions with an employee requesting special accommodation.

The Investigation Committee determined that the member's interactions with their employee constitutes professional misconduct or unskilled practice under Section 46(1)(b) and (d) of *The Engineering and Geoscientific Professions Act*. Specifically, the Committee determined that the member's conduct, which included verbal and physical outbursts, was inconsistent with the basic tenets of the *Code of Ethics* and Canon 5, which requires that practitioners treat others with fairness, courtesy, and good faith, as well as the values of respect, responsibility, and fairness described in the Association's *Good Character Guideline*.

Michael Gregoire, P.Eng., FEC

CEO, Registrar and Secretary