

**Discipline Case:** 2010-08

**Subject Members:** Registered Professional Foresters

**Referred to:** Complaints Resolution Committee

**Date of Decision:** May 2011

## Allegations

This case resulted from a complaint from one ABCFP members about the conduct four other ABCFP members. The allegations are that the four members subject to the complaint engaged in unprofessional conduct in the workplace including:

1. Discrimination
2. Bullying
3. Harassment

The allegations describe actions in the workplace such as; yelling, betraying confidences, inappropriate dissemination of information, spreading rumours, spying, public humiliation, interference, bullying, harassment, discrimination, swearing, intimidation, criticizing of professionals behind their backs, and collusion.

The complainant felt that the subject members engaged in conduct unbecoming a member and may have contravened the following bylaws:

11.6.1 To abstain from undignified public communication with another member.

11.6.2 Not to unfairly criticize the work of other members or attempt to injure the professional reputation or business of another member.

12.4.1. Members, in private life, professional practice, or outside professional activities, always conduct themselves honourably and in ways which sustain and enhance their professional integrity and the integrity of the profession as a whole.

## Decision

After a thorough review of all of the information with the Complaints Resolution Committee (CRC), the registrar has determined that we will not proceed with this complaint. The CRC's advice was that the actions such as harassment, bullying and discrimination would be conduct unbecoming of an ABCFP member. However, the information provided in support of the complainant contained many opinions and perceptions, but not enough hard evidence to support an investigation.

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The allegations raised in this complaint are primarily related to human resource issues and are not related to the technical and scientific aspects of the practice of professional forestry. Human resource professionals have investigated the allegations, and found no substantive evidence of misconduct by the ABCFP members involved.

The registrar is of the understanding that the issues raised in the complaint have been taken forward to the union involved, to the BC Human Rights Tribunal, and to WorkSafe BC. It is the registrar's opinion these are the proper authorities to be assessing the concerns that have been raised. Should these actions result in sanctions against an ABCFP member, the ABCFP reserves the right to review this finding against the requirements of our act and code of ethics.

In summary, insufficient evidence was found to support any of the allegations against the members subject to this complaint. This complaint is now closed.