



**DECISION SUMMARY**  
**FILE EC-012 (Attack on Colleague's Integrity)**

February 13, 2026

Under HEU's [Code of Conduct](#), the Ethics Commissioner is responsible for investigating complaints about the conduct of HEU's Provincial Executive (PE). Members are entitled to see a summary of the decisions that the EC makes after investigating. This is a summary of the EC's decision on file EC-012.

**THE COMPLAINTS**

The complaint was filed in October 2024 and it alleged that during a PE meeting in fall 2024, a PE member (the respondent) questioned whether another PE member had improperly called HEU members to gather votes. The allegation was that by asking this in front of the whole PE, the respondent unnecessarily and inappropriately attacked the integrity of their fellow PE member.

**THE OUTCOME**

The EC determined that while PE members need to be able to ask questions of each other to support a democratic process, the respondent's question, taken in context, amounted to an attack on the colleague's personal integrity in front of the whole PE. The EC noted there was no reason the respondent could not ask the question privately. The EC found that the respondent's conduct violated the Code of Conduct because it compromised the harmony of the PE and was likely to humiliate the recipient of the question (see sections 4.1.2 and 4.2 of the Code of Conduct).

**SANCTION AND REMEDY**

The EC accepted the respondent's evidence that they did not intend to harm or humiliate the colleague, and determined that the declaration the code had been breached was sufficient sanction.