



DECISION SUMMARY
FILE EC-019 (Convention Group Chat B)

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-019.

THE COMPLAINTS

The complaint, filed in October 2024, alleged that during the 2024 Convention, two PE members (the respondents) stated in a Facebook group chat with other Convention participants that the complainant, then running as a candidate in the PE election, was "toxic." The complaint alleged that this breached the Code of Conduct.

THE OUTCOME

The EC determined that both respondents did call the other candidate "toxic" in the group chat, and that this violated the Code's requirement to treat others with respect, including on social media (see sections 4.2 and 7.4 of the Code of Conduct).

SANCTION AND REMEDY

The EC found that the respondents had already apologized to the complainant targeted by the comments and that no further sanction was needed.