



DECISION SUMMARY

FILE EC-065 (Facebook Comment)

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-065.

THE COMPLAINTS

The complaint was filed by three complainants in July 2025. It alleged that the respondent, a PE member, published a Facebook comment in response to a Facebook post regarding a personal event involving the complainants and others connected with HEU. The respondent's comment described the complainants and others as "evil" and talked about a "karma sweep." The complainants alleged this breached the Code of Conduct.

THE OUTCOME

The EC determined that the respondent did publish the comment as alleged, and found that this conduct violated the Code – specifically the requirement to treat others respectfully, the duty not to engage in bullying and harassment, and the duty to promote the harmony of the Provincial Executive (see sections 3.3.1, 4.2 and 7.4 of the Code of Conduct).

SANCTION AND REMEDY

Given that the respondent had independently realized that the comment was inappropriate and quickly removed it, the EC found that no sanction was required. However, the EC cautioned the respondent that future inappropriate use of social media, even if deleted quickly, would attract sanctions.