

POC Ethics Committee
Redacted Complaint Report

Date of this report: February 21, 2020

RE: Redacted Complaint Report

Date Complaint Received: January 6, 2020

Specific ethics/conduct principle(s) alleged to have been violated:

I will seek to deal with other POC members, professional colleagues, suppliers and employees in a fair and equitable manner, and maintain the highest standards of personal conduct to bring credit to the organizing profession.

Summary of the complaint (identifying details have been left out to support confidentiality):

- *Complainant felt the respondent made critical and derogatory comments about her during POC chapter events.*
- *Respondent did not reply to complainant's email request for photos.*
- *A background history presented by the complainant pertained to work they had done several years ago and were therefore excluded from the investigation.*

Summary of steps taken by Complaint Review Committee

The respondent was sent a copy of the complaint and an explanation for the various incidents was requested.

The committee asked the respondent to provide the photos requested by the complainant and asked for an explanation as to why they had not responded to the email.

Summary of findings/decision of the Complaint Review Committee:

The Committee did not find clear and convincing evidence of a full ethical violation of the POC Code of Conduct and Ethics, which would result in serious sanctions and a permanency of the record, however there was evidence to support a minor violation to which the committee imposed what it deemed to be an appropriate sanction.

Complaint Review Committee recommended appropriate course of action

Letter of apology

Date complainant was informed of decision: February 21, 2020

Date respondent was informed of decision (if applicable): February 21, 2020