

Professional Misconduct – Harassment

Relevant legislation: Section 43 of *The Funeral & Cremation Services Act*

Council File – 2019

A licensee, who was also an elected member of council was found guilty of professional misconduct for harassing two students at their place of employment.

A Joint Submission as to Penalty agreed by the Investigation Committee and the licensee was presented to the Discipline Committee and the licensee was able to continue to be licensed under the following conditions:

- satisfactorily completing and bear the cost of a continuing education course pertaining to harassment in the workplace within 6 months of the date of the Order of the Discipline Committee;
- provide a written apology addressed to both students regarding the conduct within 3 months of the date of the Order of the Discipline Committee;
- pay the costs of the investigation and hearing in the amount of \$5,000; and
- provide a copy of the Order of the Discipline Committee to the licensee's current employer, if any.