



DECISION SUMMARY
FILE EC-022 (2024 Convention)
December 15, 2025

Under the HEU [Code of Conduct](#), the Ethics Commissioner is responsible for investigating complaints about the conduct of the Provincial Executive (PE).

Whenever the EC completes an investigation and makes a Final Decision on whether there was a conduct violation, HEU Members are entitled to see a summary of the Final Decision. This is a summary of the EC's December 12, 2025 Final Decision on file EC-022.

THE COMPLAINTS

This summary deals with a series of complaints filed by four individuals in October and November 2024. The complaints alleged a large number of serious Code of Conduct violations by five PE Members (who I will call Respondents A, B, C, D, and E), all in relation to the October 2024 HEU Convention.

THE OUTCOME

The EC determined that most of the complainants' allegations were unsubstantiated, as follows:

- The claim that the Respondents violated election protocols under HEU Policy and/or under the Constitution and By-Laws was **unsubstantiated**.
- The claim that Respondent A and Respondent E misled the Members about the SBM's salary in an effort to get themselves a similar salary increase was **unsubstantiated**.
- The claim that Respondent A was untruthful with the Members about past legal proceedings and other matters was **unsubstantiated**.
- The claim that Respondent A went against a PE directive not to hire additional security for the Convention, or to have security visible, was **unsubstantiated**.

- The claim that Respondent A went against a PE directive not to comment at Convention on internal PE conflict was **unsubstantiated**.
- The claim that Respondent A misused HEU resources by using their HEU cell phone to create and participate in a group chat during Convention was **unsubstantiated**.

The EC determined that the complainant's remaining claim, which took issue with Respondents A, B, C, and D's participation in a group chat that A created during Convention, was **partially substantiated**, as follows:

- Respondents B and C posted, between them, a total of 4 comments in the group chat that fell below the standard of "respectful" and "decent" communication required by the Code of Conduct and HEU's Social Media Policy. Specifically, B made 1 comment using the term "arrogant liar" and C made 3 comments describing others as "liar," "coward," and "dangerous."
- Respondent A (who created the group chat) breached the Social Media Policy by failing to have the above comments removed from the Chat as soon as they came to A's attention, as required by the policy.

SANCTION AND REMEDY

The EC did not impose any sanction on A or B because their conduct violations were relatively minor and because A and B indicated they understood their conduct had been inappropriate and committed to not repeat their conduct. Since C indicated no commitment not to repeat their conduct, the EC issued a declaration formally noting C's Code violation.

OTHER COMMENTS

The complaints in this matter were extensive and only a few, relatively minor, conduct violations were substantiated. The EC encourages HEU members, staff, and PE Members and Alternates to use discernment when filing complaints with the EC.