



## **DECISION SUMMARY**

### **FILE EC-015 (Convention Group Chat)**

February 25, 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-015.

#### **THE COMPLAINTS**

The complaint was filed in October 2024 by a member of the PE (the complainant). It alleged that another PE member (the respondent) breached the Code of Conduct in a Facebook group chat during the PE election at the 2024 Convention, including by agreeing with another participant in the group who stated that "the racial game" was "up front" in the election for a PE role that the complainant was running for.

#### **THE OUTCOME**

The EC determined that none of the respondent's comments in the group chat were bullying, harassment or discrimination, but that the respondent's agreement with the statement that a "racial game" was "up front" was inflammatory, and thus violated section 4.2.2.1 of the Code of Conduct and s. 4.2 of the Campaign Rules (both of which prohibit inflammatory statements). The investigator noted the Campaign Rules define "inflammatory" as "tending to excite anger, disorder, or animosity."

#### **SANCTION AND REMEDY**

The EC took into account the fact that this file was not consolidated with another file involving allegations against the same respondent arising from other comments in the same group chat (EC-022), and determined that imposing additional or different sanctions here would be inappropriate. The EC determined that the declaration that the Code and Campaign Rules were breached was sufficient and no other sanction was required.



**DECISION SUMMARY**  
**FILE EC-016 (Convention Group Chat A)**

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-016.

**THE COMPLAINTS**

The complaint was filed in October 2024 and it alleged that during the 2024 Convention, a PE member (the respondent) had stated in a Facebook group chat with other Convention participants that another candidate in the election for PE was not trustworthy. The complaint alleged that this comment breached the Code of Conduct.

**THE OUTCOME**

The EC determined that the respondent did make the alleged statement 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 directed the respondent to apologize to the other PE member, which the respondent did.



## **DECISION SUMMARY**

### **FILE EC-019 (Convention Group Chat)**

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.