



DECISION SUMMARY
FILE EC-041 (Alleged Comments to Delegates)
April 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).

When the Ethics Commissioner completes an investigation and makes a Final Decision on whether there was a conduct violation, HEU Members are entitled to see a summary of that Final Decision. This is a summary of the EC's decision on file EC-041.

THE COMPLAINTS

The complainant is a PE Member. They alleged that another PE Member made a series of problematic comments to delegates at the 2024 Convention, including: using an offensive term to insult the complainant's intelligence; saying that the complainant was arrogant; telling delegates not to vote for the candidate while referencing the candidate's ethnicity; and telling delegates, "not all [people sharing this ethnicity] are smart."

Both parties share the same ethnicity. The comments were alleged to have been made shortly before a vote in which the complainant was the only candidate with this ethnicity.

THE OUTCOME

There was no direct evidence to support that the respondent used the offensive term to insult the complainant's intelligence, or said the complainant was arrogant. The EC found these allegations were unsubstantiated.

The EC found that based on all the evidence the respondent did tell delegates not to vote for the complainant while referencing their ethnicity, and did say words to the effect of, "not all [people sharing this ethnicity] are smart." The EC concluded that the latter comment violated the Code because it was disrespectful in a context where the complainant was the only candidate with that ethnicity. However, in all the circumstances (including the election context and the fact that the parties shared the same ethnicity), the comment did not violate the Code in any other way.

The EC determined that no sanction was required since the breach was not egregious and the Respondent understood the requirements of the Code going forward, and had maintained a professional relationship with the complainant since their election in October 2024.