



DECISION SUMMARY
FILE EC-061 (Alleged Discriminatory Comments)

April 17, 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-061.

THE COMPLAINTS

The complainant is a PE Member who alleged that another PE Member made discriminatory comments to a group of HEU members in June 2025. Specifically, the complainant alleged that the respondent told a group of members that the respondent's role on the PE should be reserved for someone who shared the respondent's same ethnicity, and said the respondent would not "give away" the role to someone who did not share their ethnicity.

THE OUTCOME

There was conflicting evidence on whether or not the respondent made the alleged comments and there was no basis on which to prefer one side's evidence over the other's. Since the EC applies a balance of probabilities standard (meaning the EC must decide if it is more than 50% likely that events happened as alleged), the complaint was factually unsubstantiated.

The EC concluded that the respondent did not violate the Code of Conduct.