



DECISION SUMMARY
FILE EC-150 (Facebook comment)
June 18, 2026

Under HEU's [Code of Conduct](#), the Ethics Commissioner is responsible for investigating conduct complaints about HEU's Provincial Executive (PE). When 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 decision. This is a summary of the EC's June 18, 2026 Final Decision in file EC-150.

THE COMPLAINTS

A HEU member (the complainant) filed a complaint filed on May 12, 2026 against a member of the PE (the respondent). The complainant alleged that one of the respondent's Facebook comments violated the Code of Conduct. The comment in question was sarcastic, unkind and condescending, and referred negatively to a disability that the respondent attributed to the complainant. The respondent made the comment in response to a comment by the complainant which harshly criticized HEU and the work the respondent and others had done to bargain a recent collective agreement.

The respondent removed the post on May 12 immediately after being contacted by the EC, and readily acknowledged it had been an error of judgment. They also welcomed the EC's coaching on how to avoid similar errors in future.

THE OUTCOME

The comment was disrespectful and discriminatory, and it amounted to bullying and harassment. It was also contrary to HEU's interests. As such, it violated sections 3.2.1, 3.3.1, 4.2.1, 4.2.2, and 7.4 of the Code of Conduct.

SANCTION AND REMEDY

The conduct was a single instance and resulted from a lapse in judgment in the heat of the moment. The EC advised the respondent that they owed the complainant an apology, and they promptly offered one. No other sanction was imposed.