

SASKATCHEWAN COLLEGE OF PARAMEDICS

COMPLAINT RESOLUTION AGREEMENT

BETWEEN:

Cullan McGinnis, PCP, Registry No. 44266 (the Member)

AND:

THE PROFESSIONAL CONDUCT COMMITTEE (The PCC) OF THE SASKATCHEWAN COLLEGE OF PARAMEDICS (The College)

Whereas the Saskatchewan College of Paramedics received a written complaint on January 15, 2024, for concerns of Professional Misconduct and/or Professional Incompetence, regarding the Member's termination of employment with x on x, 2024, for the sexual harassment of another employee.

Whereas the complaint was referred to the PCC for review and investigation in accordance with subsection 27(1) of *The Paramedics Act*; and

Whereas as a result of its investigation, the PCC is of the opinion that the Member would most likely be found guilty of Professional Misconduct, as that term is defined in *section 25 of the Paramedics Act*, on the grounds that x directed an independent external and internal investigation and it was found that the Member had conducted himself in a manner that constituted the sexual harassment of another employee. The SCoP similarly completed an investigation into the matter, whereby the Member acknowledged his behaviors were inappropriate, yet stated his behaviors were accidental and unintentional.

The PCC concluded the Member's conduct resulted in harm, regardless of it's intent and therefore establishes Professional Misconduct.

Professional Misconduct is conduct that is harmful to the best interests of the public; and/or the members; and/or the standing of the profession. Any conduct that is harmful to the best interests of the public, and/or the members; and/or that tends to harm the standing of the profession is Professional Misconduct.

Professional Incompetence is conduct that includes a display of a lack of knowledge, skill or judgment to an extent that demonstrates the member may be unfit to continue in the practice of the profession; and provide services that are ordinarily delivered as part of the practice of the profession and/or a disregard for the welfare of a member of the public to the extent that a member may be unfit to continue in the practice of the profession or provide services delivered as a part of the practice of the profession.

Section 10 of the College's Regulatory Bylaws requires that every Member must comply with the Code of Professional Conduct. A breach of the Code is therefore a breach of the bylaws, and a breach of the bylaws is Professional Misconduct as defined in section 25 of *The Paramedics Act*; and

Whereas the PCC is of the opinion that no further action with respect to the matter under investigation is warranted because the Member and the PCC have entered into a Consensual Resolution Agreement with specified terms and

undertakings, and the Member has agreed to these measures to address the conduct that led to the complaint in this matter.

NOW, THEREFORE, the PCC and the Member agree as follows:

1. Terms and Undertakings

1.1. The Order remains in effect until the Member has completed the undertakings set out in paragraph 1.3. have been satisfactorily completed. This shall be no more than one year from the date the PCC signed the agreement.

1.2. The Member acknowledges and understands the seriousness of following his responsibilities and obligations as contained in the Code of Professional Conduct and understands that as a paramedic, he is required to behave in a manner that is beyond reproach and to conduct and present in such a manner so as to encourage and merit the respect of the public for members of the profession.

1.3. The Member undertakes to:

- (a) At the Member's expense, successfully complete the Sexual Harassment Prevention Training, found at <https://courseforsexualharassment.com/canada/SK>, within 3 months of signing this agreement; and
- (b) At the Member's expense, complete IPHE 201 - Professionalism and Ethics for Healthcare Professionals, found at <https://www.nait.ca/nait/continuing-education/courses/iphe201-professionalism-and-ethics-for-healthcare>, within 4 months of signing this agreement; and
- (c) Within two months of completing the courses described 1.3 (a), (b), submit to the chair of the PCC a reflective essay of no less than 2,000 words and with no fewer than three references describing professionalism as a paramedic, the role of the Code of Conduct, the Member's understanding of what constitutes sexual harassment, the impact the Member's actions had on their colleague and on the respect of the public for the profession; and
- (e) Pay costs related to the investigation of 1320.00, within 12 months of signing this agreement.

2. Disclosure and Notification

- 2.1 Disclosure of this agreement shall be in accordance with *The Paramedics Act* and the College's policies that may exist from time to time.
- 2.2. The existence of this agreement between the College and the Member shall be recorded on the register of the College until the term of the agreement expires.
- 2.3. The PCC and the Executive Director of the College shall receive and keep a signed copy of the agreement for their records.
- 2.4. The Member's employer will be provided with a copy of the agreement.
- 2.5. Any Canadian paramedic regulator may be notified of the agreement.

2.6. This agreement will be posted on the College's website.

3. Consequences of Breach of Undertaking

3.1. The Member acknowledges and understands that, if the PCC has reason to believe the Member has breached an undertaking contained in this agreement, the PCC will investigate the matter as a new complaint in accordance with *The Paramedics Act*.

4. Conclusion of Undertaking

4.1. If the PCC is satisfied that the Member has substantially complied with the terms and undertakings in this agreement, the PCC will consider the undertakings to be concluded and shall inform the Member in writing that:

- 4.1.1. The Member's compliance with the terms and undertakings have been satisfactory; and
- 4.1.2. The notation on the register regarding this agreement has been removed.

This agreement was signed by the Member on the ____ day of ____, 2024.

Cullan McGinnis
Registry Number 28951

Witness

This agreement was signed on behalf of the PCC on the ____ of ____, 2024.

Ron Colin
Chair, Professional Conduct Committee
Saskatchewan College of Paramedics

Witness