

SASKATCHEWAN COLLEGE OF PARAMEDICS

COMPLAINT RESOLUTION AGREEMENT

BETWEEN:

**William Johnson, ACP, Registry No. 47971 (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 complaint on December 27, 2024. The complaint alleges that on November 8, 2024, the Member made sexual and/or sexist and/or inappropriate comments to a colleague, which were perceived as inappropriate and offensive. The complaint also indicated the Member resigned from their place of employment, because of this interaction.

**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 on November 8, 2024, the Member conducted himself in a manner that constitutes the sexual harassment of another employee. Sexual harassment is defined as any unwanted, sexualized behavior—verbal, physical, or non-verbal—that creates a hostile, intimidating, or offensive environment. The Member acknowledged their behaviors on November 8, 2024, were inappropriate and unprofessional, yet stated their behaviors were not intended to offend or harm their colleague.

The PCC concluded the Member's conduct resulted in harm, regardless of its 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.

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 Complaint 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 for a period of up to 12 months and until the Member has completed the undertakings set out in paragraph 1.3. have been satisfactorily complete. 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 their responsibilities and obligations as contained in the Code of Professional Conduct and understands that as a paramedic, they are required to behave in a manner that is beyond reproach and to conduct and present oneself 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) 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 and Standards of Practice, the Member's understanding of what constitutes sexual harassment, and the impact of the Member's actions on their colleague and the respect of the public for the profession. The essay must be written in a reflective format with responses addressing the following three questions: *From your perspective, what were the perceived errors or circumstances that resulted in a complaint and resulting CRA? Tell us what you have learnt as a result of the complaint and resulting CRA? How has what you have learnt impacted your professional practice in the future?*; within 2 months of signing this Agreement; and
  - (b) Submit a written Letter of Apology to be received by Jodi Egeborn, Manager of Professional Conduct, and delivered to their colleague, with an emphasis on the Member accepting responsibility for their actions and expressing an understanding of the consequences of their actions, within 3 months of signing this Agreement; and
  - (c) Pay costs related to the investigation of [REDACTED], 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 \_\_\_\_\_, 2026.

\_\_\_\_\_  
William Johnson  
Registry Number 47971

\_\_\_\_\_  
Witness

This agreement was signed on behalf of the PCC on the \_\_\_\_ of \_\_\_\_\_, 2026.

\_\_\_\_\_  
Ron Colin  
Chair, Professional Conduct Committee  
Saskatchewan College of Paramedics

\_\_\_\_\_  
Witness