

SASKATCHEWAN COLLEGE OF PARAMEDICS

COMPLAINT RESOLUTION AGREEMENT

BETWEEN:

Brandy Hazzard, ACP, Registry No. 16376 (the Member)

AND:

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

Whereas on September 8, 2025, a formal complaint was filed with the Saskatchewan College of Paramedics regarding the Member's conduct.

Whereas the complaint alleges the Member's employment with [REDACTED] ceased on May 30, 2025, and that they were the subject of an investigation by [REDACTED] for concerns regarding professionalism, behavior with students, and ethical matters.

Consequently, the matter was referred to the Professional Conduct Committee (PCC) for review and investigation in accordance with subsection 27(1) of *The Paramedics Act*; and

Whereas the PCC investigation concluded that the allegations were substantiated, and the Member has admitted the professional deficiencies, accepted responsibility, and participated in the specified corrective actions; and

Whereas the PCC concluded that the Member's conduct fell short of the Standards of Practice regarding Section 2 (Competence), Section 5 (Professional Boundaries), and Section 11 (Education, Mentorship, and Preceptorship), establishing a finding of professional misconduct within the meaning of Section 25 of *The Paramedics Act*; and

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 and Standards of Practice. 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 (CRA) 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 12 months or 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 her responsibilities and obligations as contained in the Code of Professional Conduct and Standards of Practice and understands that as a paramedic, she 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) Review the College's Code of Professional Conduct and Standards of Practice and email confirmation of this review to Jodi Egeborn, Manager of Professional Conduct within 2 weeks of signing this Agreement; and
- (b) At the Member's expense, successfully complete the Sexual Harassment Prevention Training, found at <https://courseforsexualharassment.com/canada/SK>, within 2 months of signing this Agreement; and
- (c) 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
- (d) Within 2 months of completing the requirements of subsections 1.3(a), (b), and (c), the Member shall submit to the Chair of the PCC an essay of no less than 2,000 words, utilizing at least three (3) professional references. The essay must demonstrate a thorough understanding of the purpose and importance of ethics and leadership within the paramedic profession, alongside the role of the Code of Conduct and Standards of Practice. The text must specifically address power imbalances, leadership, what constitutes sexual harassment, and how the Member's actions put students, colleagues, and the profession at risk. Finally, the essay must analyze the impact of the Member's actions on public respect and outline why professional misconduct is detrimental to the public interest, the membership, and the standing of the profession.

Your essay must be a reflective narrative addressing the following three points:

- Identify the perceived errors or circumstances that led to the complaint and subsequent CRA.
 - Detail the insights you have gained through this process.
 - Explain how you will apply these insights to elevate the standard of your professional practice moving forward; and
- (e) 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.

Brandy Hazzard
Registry Number 16376

Witness

This agreement was signed on behalf of the PCC on the ____ of _____, 2026.

Selena Letain
Chair, Professional Conduct Committee
Saskatchewan College of Paramedics

Witness