SASKATCHEWAN COLLEGE OF PARAMEDICS

COMPLAINT RESOLUTION AGREEMENT

BETWEEN:

Taylor Halliday, PCP, Registry No. 47344 (the Member)

AND:

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

Whereas on June 7, 2026, a formal complaint was filed with the Saskatchewan College of Paramedics ("the College") regarding the Member's conduct, specifically concerning inappropriate social media activity, ethical compliance issues, and an alleged breach of patient confidentiality; and

Whereas pursuant to subsection 27(1) of *The Paramedics Act*, the matter was referred to the Professional Conduct Committee ("the PCC") for review and investigation; and

Whereas the PCC investigation established that the allegations of misconduct were substantiated. The Member admitted to these professional deficiencies, acknowledging the publication of an inappropriate TikTok video represented a severe lapse in judgment that compromised patient privacy and violated the ethical obligations of the profession; and

Whereas the Member has been subject to formal employer-led disciplinary sanctions, including serving a four-day suspension, and has committed to undertaking specified corrective measures to remediate these ethical infractions and professional failures; and

Whereas the PCC concluded that the Member's conduct fell short of the *Standards of Practice* regarding:

- **Section 2, Competence:** Practice safely, competently, compassionately, and ethically, and be accountable for their competence to patients, the regulator, the employer, the profession, and the public;
- **Section 3, Cultural Safety and Humility:** Practice self-awareness and reflect on how to minimize personal bias, cognitive biases, and positions of power which may impact the relationships with patients from equity-deserving groups for example, patients from Indigenous or People of Colour communities or patients who are underhoused, regardless of gender identity or sexual orientation; and
- **Section 4, Privacy and Confidentiality:** Comply with all applicable privacy legislation, regulations, and guidelines (federal, provincial, regulatory, and employer);

Whereas it is understood that 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, and that 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 constitutes Professional Misconduct; and

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

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) Within two (2) weeks of signing this Agreement, Review the College's Code of Professional Conduct and Standards of Practice and email confirmation of their reviews to Jodi Egeborn, Manager of Professional Conduct; and

(b) Within four (4) months of signing this Agreement, and at the Member's expense of [redacted] the Member shall successfully complete the online training course, *"A Legal Review of Privacy and Social Media in EMS,"* [redacted]

(c) Within two (2) months of completing the mandates of subsections 1.3(a) and (b), the Member is required to submit a reflective narrative essay of no less than 2,000 words to the Chair of the PCC, incorporating at least three (3) professional references; and

This comprehensive analysis must evaluate social media accountability, patient privacy, and ethical obligations under the Code of Conduct and Standards of Practice. The essay must explicitly address inherent power imbalances, the thresholds of ethical and privacy violations, and how the Member's conduct put both the patient and the profession at serious risk. Furthermore, it must examine the resulting erosion of public respect and provide a clear rationale explaining why professional misconduct is detrimental to the public interest, the regulatory body, and the reputation of the profession. Finally, the narrative must address the perceived errors or circumstances that led to the complaint, detail the specific insights gained through this process, and explain how these insights will be applied to elevate the standard of the Member's professional practice moving forward; and

(d) 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.

_____ _____

Taylor Halliday — Witness

Registry Number 47344

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

_____ _____

Selena Letain — Witness

Chair, Professional Conduct Committee

Saskatchewan College of Paramedics