



Human
Resources
Professionals
Association

REGULATORY AFFAIRS

July 5, 2021 Vol. 6, Issue 2

NEWS AND EVENTS

One-on-One Appointments with the Office of the Registrar

Do you have questions about joining HRP, how to pursue the CHRP/CHRL/CHRE designation, our designation exams, your CPD log, or how to file a complaint against an HRP registrant? If so, HRP's Office of the Registrar can help, and you can book a phone appointment with us. Please click [here](#) to book. You are also still able to call our office at 416-923-2324 or 1-800-387-1311 without an appointment.

GOVERNANCE UPDATES

HRP 2021 Annual Meeting

Pursuant to the *Registered Human Resources Professionals Act, 2013*, and the HRP By-Laws, the [HRP 2021 Annual meeting](#) was held online on May 27, 2021.

At the meeting, designated members voted on, and approved, the following motions:

- MOTION 01: That the minutes of the last Annual Meeting, held on May 29, 2020, are approved as circulated.
- MOTION 02: To adopt the revisions to the Associations By-Laws and Schedules as circulated and presented.
- MOTION 03: That the Auditors Report and Audited Financial Statements for the year ended November 30, 2020, be accepted as presented.

- MOTION 04: That the accounting firm of BDO Canada LLP be appointed Auditors for HRPA for the fiscal year 2021 and that the Board of Directors be empowered to fix the remuneration of the Auditors.

Members in attendance had the opportunity to ask questions of the HRPA Board and [Executive Leadership Team](#). You can now watch a [recording of the 2021 Annual Meeting](#) or review related materials, including the [HRPA 2021 Annual Report](#).

CERTIFICATION AND DESIGNATIONS

The Discontinuation of the Online Academic Program

The Human Resources Professionals Association has made the decision to discontinue the [Online Academic Program \(OAP\)](#) effective January 1, 2022. The last offering of this program will be in the Fall semester of 2021. For more information on this decision and to view a list of alternative course offerings approved by HRPA, please view our blog post [here](#).

Exams Update – 2021 Schedule – Register Today!

If you are planning to write either the CHRP Employment Law Exam (CHRP-ELE), the CHRL Employment Law Exam (CHRL-ELE), the CHRP Knowledge Exam (CHRP-KE), or the CHRL Knowledge Exam (CHRL-KE), you have the choice of writing the exam remotely via an online delivery module or at a test centre in your area, if they have re-opened.

[Click here](#) to view the 2021 schedule and to register or learn more about the CHRP/CHRL Knowledge Exam.

[Click here](#) to view the 2021 schedule and to register or learn more about the CHRP/CHRL Employment Law Exam.

The examination schedule for 2022 will be posted on the HRPA website by the end of July. Please visit the exam pages of our site for more information.

Coming Soon: CHRP-KE/CHRL-KE Live Webcast

Preparatory Sessions with Ron Alexandrowich

In time for the upcoming CHRP-KE and CHRL-KE in October/November 2021, HRPA is offering live webcast exam preparatory sessions led by York University's Human Resources Professor Ron Alexandrowich. This series of eight live webcast sessions will provide a comprehensive review of the nine functional areas tested on the CHRP-KE and CHRL-KE.

These sessions will begin in late August and registration will be opening shortly. For more information, please click [here](#).

MISCONDUCT COMPLAINTS

We are committed to promoting and protecting the public interest by governing and regulating the practice of members, students, and firms, registered with the Association in accordance with the [Registered Human Resources Professionals Act, 2013](#) and our [By-laws](#), as well as providing transparency regarding our disciplinary processes. For this reason, we share a summary of complaint matters that were recently referred to the Complaints Committee for review. We believe this information will help our members, students, and firms to better understand their duties related to promoting and protecting the public interest.

Case: C-2021-2

Date complaint filed: March 3, 2021

Summary: It is alleged that the member breached the Rules of Professional Conduct by failing to meet: 1) competence, 2) legal requirements, 3) dignity in the workplace, 4) balancing of interests, 5) conflict of interest.

Case: C-2021-3

Date complaint filed: April 5, 2021

Summary: It is alleged that the member breached the Rules of Professional Conduct by failing to support: 1) professional growth and support of other professionals, 2) dignity in the workplace, 3) balancing of interests.

Case: C-2021-4

Date complaint filed: April 12, 2021

Summary: It is alleged that the member breached the following Rules of Professional Conduct: 1) they breached another person's trust, voluntarily misled another person, betrayed another person's good faith, or used unfair practices, 2) falsified a report or instructed someone else to falsify any statement or report, 3) allowed misleading statements and/or reports to stand uncorrected.

Case: C-2021-5

Date complaint filed: May 17, 2021

Summary: It is alleged that the member breached the Rules of Professional Conduct by failing to: 1) provide services of a high quality, 2) practice in keeping with all applicable laws, 3) adhere to any statutory acts (Occupational Health and Safety Act), 4) once aware, take steps to stop HR programs or policies that are illegal, 5) respect the rights of all individuals involved, 6) protect the dignity of all individuals involved, 7) ensure that HR policies and practices respect the rights and protect the dignity of all individuals involved, 8) bear in mind the importance of work and the work environment for the psychological well-being of individuals, 9) not condone any acts of harassment or intimidation, 10) not condone any acts of discrimination on the grounds of disability, 11) notify the Registrar of the Association that they have reasonable grounds to believe that another registrant of the Association has contravened the HRP Code of Ethics or the HRP Rules of Professional Conduct, 12) understand that while they may be employed by one concern, they have a duty to parties other than their employer. This includes respecting the dignity of all individuals, 13) understand that while they may be employed by one concern, they have a duty to parties other than their employer. This includes respecting the rights of all individuals, 14) understand that while they may be employed by one concern, they have a duty to parties other than their employer. This includes acting in good faith towards all parties at all times in adversarial situations, 15) understand that while they may be employed by one concern, they have a duty to parties other than their employer. This includes acting in an impartial and unbiased manner when engaged as a mediator, 16) act with courtesy and respect toward employees, 17) not breach another

person's trust, voluntarily mislead another person, betray another person's good faith, 18) ensure the HR policies and practices of the organization respect the rights and dignity of all stakeholders, 19) ensure the HR policies and practices of the organization respect all applicable laws.

Case: C-2021-6

Date complaint filed: May 17, 2021

Summary: It is alleged that the member breached the Rules of Professional Conduct by failing to: 1) provide services of a high quality, 2) practice in keeping with all applicable laws, 3) adhere to any statutory acts (Occupational Health and Safety Act), 4) respect the rights of all individuals involved, 5) protect the dignity of all individuals involved, 6) bear in mind the importance of work and the work environment for the psychological well-being of individuals, 7) understand that while they may be employed by one concern, they have a duty to parties other than their employer. This includes respecting the dignity of all individuals, 8) understand that while they may be employed by one concern, they have a duty to parties other than their employer. This includes respecting the rights of all individuals, 9) act with courtesy and respect toward employees, 10) not breach another person's trust, voluntarily mislead another person, betray another person's good faith.

Case: C-2021-7

Date complaint filed: May 17, 2021

Summary: It is alleged that the member breached the Rules of Professional Conduct by failing to: 1) provide services of a high quality, 2) practice in keeping with all applicable laws, 3) adhere to any statutory acts (Occupational Health and Safety Act), 4) once aware, take steps to stop HR programs or policies that are illegal, 5) respect the rights of all individuals involved, 6) protect the dignity of all individuals involved, 7) ensure that HR policies and practices respect the rights and protect the dignity of all individuals involved, 8) bear in mind the importance of work and the work environment for the psychological well-being of individuals, 9) not condone any acts of harassment or intimidation, 10) not condone any acts of discrimination on the grounds of disability, 11) understand that while they may be employed by one concern, they have a duty to parties other than their employer. This includes respecting

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Case: C-2021-8

Date complaint filed: May 17, 2021

Summary: It is alleged that the member breached the Rules of Professional Conduct by failing to: 1) provide services of a high quality, 2) practice in keeping with all applicable laws, 3) adhere to any statutory acts (Occupational Health and Safety Act), 4) once aware, take steps to stop HR programs or policies that are illegal, 5) respect the rights of all individuals involved, 6) protect the dignity of all individuals involved, 7) ensure that HR policies and practices respect the rights and protect the dignity of all individuals involved, 8) bear in mind the importance of work and the work environment for the psychological well-being of individuals, 9) not condone any acts of harassment or intimidation, 10) not condone any acts of discrimination on the grounds of disability, 11) notify the Registrar of the Association that they have reasonable grounds to believe that another registrant of the Association has contravened the HRP Code of Ethics or the HRP Rules of Professional Conduct, 12) understand that while they may be employed by one concern, they have a duty to parties other than their employer. This includes respecting the dignity of all individuals, 13) understand that while they may be employed by one concern, they have a duty

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DISCIPLINE NOTICES

In accordance with sections 13.06 and 13.07 of the By-laws and the *Registered Human Resources Professionals Act, 2013*, HRPA publishes Notices of Hearings and any decisions rendered by the Discipline Committee concerning registrants facing allegations of professional misconduct or incompetence. There are currently no Notices of Hearings.

Discipline Decisions

There were no new referrals to the Discipline Committee.

Full decisions of the Discipline Committee can be found by visiting the [Discipline section](#) of HRPA's website.

CONTACT US

Need Assistance?

We are available via phone and email from Monday – Thursday from 8:00AM – 4:30PM, and Friday from 8:30AM – 1:00PM. If you require assistance or have any questions, please contact us and we will be happy to help.

For more in-depth queries, you can also book a phone appointment with us via our Calendly booking tool. Please click [here](#).

416.923.2324 | Toll-Free: 1.800.387.1311 | registrar@hrpa.ca

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