

COLLEGE OF DIETITIANS OF BRITISH COLUMBIA

Inquiry Case #21-54 - Complaint Outcome Report

On **January 31, 2022**, the College received a complaint and documentary evidence from a member of the public regarding the registrant's unethical conduct at work.

The complaint raised concerns about the registrant's discriminatory gesture towards people of Asian descent in a picture with work colleagues posted on their social media.

By phone on **March 10, 2022**, the registrant was notified of the complaint, reviewed the allegation, the complaint process and information to consider in preparing their response to the allegation, with the Deputy Registrar. The registrant agreed to provide an apology and remove the picture from their social media account by **March 18, 2022**.

On **March 15, 2022**, the registrant responded with an apology and a promise to remove the picture from their social media. On **April 13, 2022**, the complainant acknowledged receipt of the apology and confirmed that the picture was removed.

On **May 31, 2022**, the Inquiry Committee reviewed the allegation and the registrant's submission. After careful review and discussion, the Inquiry Committee determined that there was sufficient evidence regarding the allegation and that this matter was in contravention of the CDBC Code of Ethics, Principles 1 and 2.

The Committee determined that the registrant was to sign an undertaking to "not repeat" discriminatory behaviour and recommended that the registrant complete the following actions to prevent such matters from happening again:

- Complete continuing education to enhance cultural sensitivity knowledge and skills,
- Reflect on the application of anti-racism and respectful behaviour in the workplace, and
- Report this continuing education in their annual Continuing Competence Program report.

The registrant was informed of the decision in writing on **June 3, 2022** and signed the undertaking on **June 10, 2022**.

The complainant was informed of the decision on **June 10, 2022**.

A copy of the complaint is saved in the registrant's file permanently, in accordance with section 69 of the CDBC bylaws.

116 days were required to resolve the case.