

*Conflict of Interest Policy*

*Freedom of Information and Protection of*

*Privacy Act*

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COLLEGE OF  
PHYSICIANS  
AND SURGEONS  
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COLUMBIA

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**termination of employment**

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**notes of data**

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**The College will respond to the complaint within seven days if an investigation is warranted, the steps will be determined by the nature of the complaint and will take into consideration the following:**

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**The complainant and the respondent will be informed in a timely manner of the outcome of the investigation and any disciplinary action taken by the registrar or the president. If the complainant or respondent is not satisfied with the outcome of the investigation or the disciplinary action, the complainant will be reminded of the continuing right to file a complaint with the British Columbia Human Rights Tribunal.**

**Whereas, as a result of an investigation the registrar or the president, as appropriate, determines that an employee has initiated a complaint with malice or in bad faith, then formal disciplinary action may be taken against that employee. Formal disciplinary actions may include, but are not limited to, those identified above.**

**Conduct based on mistakes, misunderstandings or misinterpretations is not the same as malicious conduct.**

**The College encourages employees to express freely, responsibly, and in an orderly way opinions and feelings about disrespectful behaviour. Retaliation against persons who oppose or complain about disrespectful behaviour is unacceptable. Retaliation is any action taken against an individual for:**

- having invoked this policy on behalf of oneself or another individual**
- having participated or cooperated in any investigation under this policy**
- having been associated with a person who has invoked this policy or participated in these procedures**

**As part**



- **Privacy legislation in BC**
  - **BC Privacy Statement**  
<https://www2.gov.bc.ca/gov/content/home/privacy>
  - **Freedom of Information and Protection of Privacy Act**  
[http://www.bclaws.ca/EPLibraries/bclaws\\_new/document/ID/freeide/96165\\_0](http://www.bclaws.ca/EPLibraries/bclaws_new/document/ID/freeide/96165_0)
- **Respectful Use of Gender Pronouns**