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Ontario**

# ***SOAR Conference 2025:*** **PEO's New Director** **Accountability Framework**

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# Outline

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- Governance Roadmap, 2020-22:  
Council's Directions
- The need for an accountability framework  
and the timeline to develop one
- Main components of the framework

# Timeline for refinements to PEO's governance model

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# Governance roadmap (2020-22)

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Council will be a governing-type board



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PEO will primarily be a regulator



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Council members will only serve on board (governance) committees

# What wasn't part of the roadmap

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1. Change in Council size, eligibility criteria and composition
2. Updated rules of behaviour including harassment policies
3. Mechanisms for enforcing rules, especially regarding elected councillors (no accountability)

# Timeline for an accountability framework

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# Contents of the framework

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- New **Code of Conduct**, featuring clear rules of behaviour and processes for investigating and responding to complaints, including sanctions and remedies
- Updated **workplace harassment, violence and discrimination policy** clearly applicable to councillors
- New **conflict of interest policy**
- **Eligibility / ineligibility criteria** (O.Reg. 61/25) (including provision for removal if “seriousness of the conduct necessitates disqualifying the member in order to serve and protect the public”)



# Questions?

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# Thank you for joining!

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