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Ontario

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

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Dan Abrahams, LL.B.  
VP, Policy & Governance & Chief Legal Officer

# 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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March 2020

Council approved a two year **governance roadmap**

November 2020

Council approved a number of foundational **governance tenets**

March 2021

Council approved a number of **governance directions**

April 2021

Council finalized the creation of **governance committees**

# Governance roadmap (2020-22)

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Council will be a governing-type board



PEO will primarily be a regulator

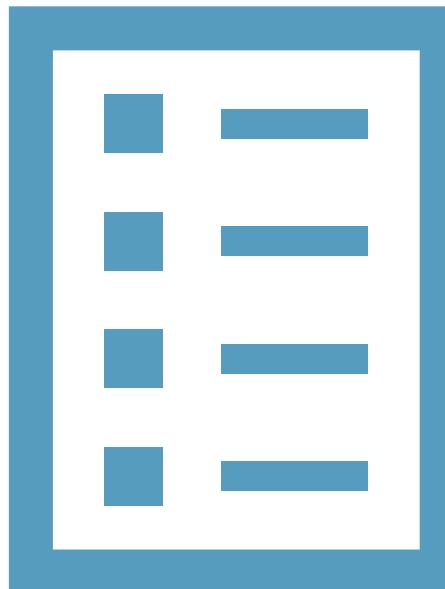


Council members will only serve on board (governance) committees

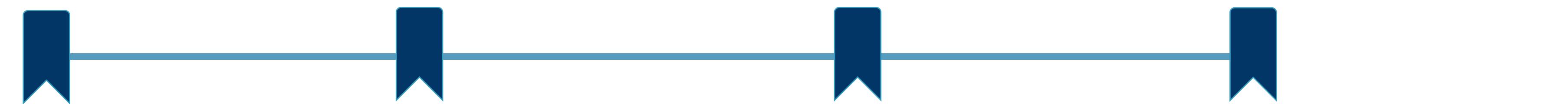
# What wasn't part of the roadmap

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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



<b>2023</b>	<b>2023-2024</b>	<b>Sept. 2024</b>	<b>Feb.- March 2025</b>
Ongoing concerns about <b>councillor conduct</b> and lack of <b>remedies</b> surfaced	<b>Council committed in to develop:</b> <ul style="list-style-type: none"><li>• New code of conduct</li><li>• New harassment policy</li><li>• New conflict of interest policy</li><li>• Eligibility and disqualification criteria for councillors</li></ul>	<b>Accountability framework developed</b> and approved with assistance of two sets of lawyers as well as in-house legal and governance expertise	O.Reg. 61/25, incorporating <b>eligibility/ disqualification criteria</b> passed by Council and approved by Cabinet

# 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!

