

SOAR'S 37th ANNUAL CONFERENCE

Food for Thought: Administrative Justice on the Menu

Breakfast is Served: Who's Buying?

Thursday, November 13, 2025

SPEAKER | PAUL MULDOON Integrity Commissioner, Office of the Integrity Commissioner

SPEAKER | SUZANNE CRAIG Integrity Commissioner, City of Vaughan

SPEAKER | DAN ABRAHAMS Vice President, Policy & Governance & Chief Legal Officer, Professional Engineers Ontario

MODERATOR | GRACE KNAKOWSKI Corporate Secretary & Vice President, Governance & Tribunal Secretariat, Ontario Securities Commission

Scenario One

Hayley is the File Administrator at the Ontario Photography Board. Her partner, Steve, runs a micro-brewery. Senior management has organized a monthly outing to Steve's micro-brewery as a team building event. Everyone enjoys a beverage and the complimentary snacks. They pay for their own drinks. Over time, the group of adjudicators and staff who participate in this event has grown to about 20 people.

On December 22nd, the last day the Board is holding hearings before the holiday break, Steve brings in six cases of his India Pale Ale to the large hearing room at the Board. Hayley sends an email inviting all staff and tribunal members to the hearing room for some festive cheer. Steve will not take any money for his drinks. He likes it that Hayley has a government job, with benefits.

Scenario Two

Melinda is finding it hard to keep up with the discipline files she has been assigned to manage at the College of Zookeepers. She has observed that the distribution of work is not particularly balanced. She asks a colleague in the IT department for access to the College's case management system from her home computer in the hope that she will be able to catch up on her backlog through entering data into the system over the weekend. She is given 48 hours of access.

Melinda stays late on Friday evening so she can carry a box of files out of the office without detection. Her husband picks her up and they stop for a quick bite on their way home. While they are inside the restaurant, their car is broken in to and the box of files is stolen.

Scenario Three

The Ontario Fall Colours Board has an accumulation of gifts that visiting foreign delegations have donated over the years.

Presentations of these gifts are usually made to Jean Claude, one of the Board's solicitors, and sometimes to the Chair of the Board who is in attendance when the delegates are welcomed. Gifts include gold-plated plaques, carved boxes, etc.

Occasionally, the items are more personal, such as scarves, ties, and fancy pens. The Chair tells Jean Claude that he can give the latest fine silk scarf to his partner.

Scenario Four

Edgar is a city councillor who is married with children. He engages in an ostensibly consensual relationship with a policy advisor in the Mayor's office. When the affair comes to light, there is a groundswell from his constituents to have Edgar resign his seat.

One of the residents of his Ward files a complaint with the city's Integrity Commissioner. Before the investigation is started, Edgar resigns. Does this conclude the matter?