



**APEGA RECOMMENDED ORDER
TO THE DISCIPLINE
COMMITTEE**

IN THE MATTER OF THE ENGINEERING
AND GEOSCIENCE PROFESSIONS ACT,

AND

IN THE MATTER OF THE CONDUCT OF
[REDACTED] P.Eng.

Registrant No: [REDACTED]

IC Case: 24-41

**APEGA RECOMMENDED ORDER
TO THE DISCIPLINE COMMITTEE**

In the Matter of the *Engineering and Geoscience Professions Act*

And

**In the Matter of the Conduct of
██████████ P.Eng.**

The Investigative Committee of the Association of Professional Engineers and Geoscientists of Alberta (APEGA) has conducted an investigation into the conduct of ██████████ P.Eng. (the registrant), with respect to a complaint initiated by ██████████ (‘‘the complainant’’) dated January 13, 2025 (the complaint).

A. The Complaint

The complainant alleged the registrant engaged in unprofessional conduct and/or unskilled practice of the profession by failing to declare a conflict of interest when hired by ██████████. Specifically, the registrant did not disclose that a family member was also employed with ██████████ at the time. ██████████ Code of Business Ethics (COBE) states that any family or personal relationships must be disclosed.

The investigation focused on the following allegation:

Whether the registrant failed to inform ██████████ employer, ██████████ of a conflict of interest related to a personal relationship.

B. Agreed Statement of Facts

(i) Background:

1. The registrant holds a bachelor's degree in chemical engineering from the University of Calgary (2003).
2. The registrant has been a member of APEGA since 2008 and is licensed to practise engineering in Alberta.
3. The registrant is remorseful and acknowledged ██████████ actions constituted unprofessional conduct.
4. The registrant cooperated with the investigation.

(ii) Facts Relating to the Allegation:

5. In January 2021, the registrant applied for a Senior Technical Consultant contract position with [REDACTED], an incorporated entity in Alberta, and an authorized vendor for [REDACTED].
6. At the time of this complaint, a member of the registrant's family was also employed as a project manager with [REDACTED] Environment & Sustainability Dept.
7. On January 20, 2021, the family member emailed the registrant's resume to a [REDACTED] coworker recommending the registrant as a great asset for his department.
8. The registrant was subsequently hired and worked for [REDACTED] until November 2022, when [REDACTED] was hired by [REDACTED] as a full-time emissions engineer. At the time of hiring, the registrant did not disclose the family relationship with [REDACTED] as required by [REDACTED] Code of Ethics Business Declaration (COBE).
9. In April 2023, the registrant was terminated from [REDACTED] after it was discovered that [REDACTED] family relationship had not been disclosed.
10. The registrant has apologized to [REDACTED] and APEGA and stated that [REDACTED] actions were a lapse in judgement.
11. The registrant admits that the conduct described above constitutes unprofessional conduct.

C. Conduct by the Registrant

12. The registrant freely and voluntarily admits that at all relevant times, the registrant was an APEGA professional members and was thus bound by the *EGP Act* and the APEGA Code of Ethics.
13. The registrant acknowledges and admits that the conduct described in the allegations constitutes unprofessional conduct as defined in Section 44(1) of the *EGP Act*:

44(1) Any conduct of a professional member, licensee, permit holder, certificate holder or member-in-training that in the opinion of the Discipline Committee or the Appeal Board,

(a) is detrimental to the best interests of the public;

(b) contravenes a code of ethics of the profession as established under the regulations;

(c) harms or tends to harm the standing of the profession generally;

(d) displays a lack of knowledge of or a lack of skill or judgment in the practice of the profession or;

(e) displays a lack of knowledge or lack of skill or judgment in the carrying out of any duty or obligation undertaken in the practice of the profession.

Whether or not that conduct is disgraceful or dishonorable, constitutes either unskilled practice of the profession or unprofessional conduct, whichever the Discipline Committee or the Appeal Board finds.

14. The registrant also acknowledges that the conduct described above also contravened Rule of Conduct 5 of the APEGA Code of Ethics, which states that:

“Professional engineers and geoscientists shall uphold and enhance the honour, dignity, and reputation of their professions, and thus the ability of the professions to serve the public interest”.

D. Recommended Orders

15. On the recommendation of the Investigative Committee, and by agreement of the registrant with that recommendation, and following a discussion and review with the Discipline Committee Case Manager, the Discipline Committee hereby orders that:

- a. The registrant shall be reprimanded for their conduct, and this order shall serve as the reprimand.
- b. The registrant shall pay a fine in the amount of \$500. The fine is a debt owing to APEGA and shall be paid within six (6) months of the date this order is approved by the Discipline Committee Case Manager. In the case that the fine is not paid within the time ordered, the outstanding amount will remain on the registrant’s account until settled or discharged.
- c. The registrant shall provide the Discipline Manager, within six (6) months of the date this order is approved by the Discipline Committee Case Manager, written confirmation that they have reviewed the following APEGA publication(s) and that the registrant

will comply with the requirements therein:

- i. APEGA Practice Guideline, *Ethical Practice* (August 2022);
- d. The registrant shall provide the Discipline Manager, within twelve (12) months of the date this order is approved by the Discipline Committee Case Manager, written confirmation/proof of successful completion of a course in Ethical Practice that is satisfactory to the Discipline Manager, such as ADL 213 Ethics for Professional Practice I (University of Calgary Continuing Education).
- e. If the noted course is no longer available on approval of this order, at the discretion of the Discipline Manager, another course in Ethical Practice may be authorized for substitution if it is deemed substantially equivalent. The registrant shall be responsible for all costs associated with completing the course.
- f. If there are extenuating circumstances, the registrant may apply in writing to the Discipline Manager for an extension prior to the noted deadlines. The approval for extending a deadline is at the discretion of the Discipline Manager. If such an application is made, the registrant shall provide the Discipline Manager the reason for the request, a proposal to vary the deadline, and any other documentation requested by the Discipline Manager.
- g. If the registrant fails to provide the Discipline Manager with proof that they have completed the requirements noted above within the timelines specified, or any extended timeline granted, the registrant shall be suspended from the practice of engineering for a minimum of thirty (30) days. The registrant is required to meet their regulatory obligations during their suspension period with respect to payment of professional dues and/or levies, compliance with the mandatory CPD program, and completing the mandatory portion of the Annual Declaration. If the non-monetary requirements in this Order are not completed within six (6) months of the suspension date, the registrant shall be cancelled. In the event of cancellation, the registrant will be bound by APEGA's reinstatement policy.
- h. Although the Investigative Committee and the registrant understand and acknowledge that APEGA's usual policy is to publish Recommended Discipline Orders in a manner that identifies the Registrant by name, the parties understand that the decision to publish with or without name is discretionary. The parties submit that publication without name is appropriate given the specific facts in this case:

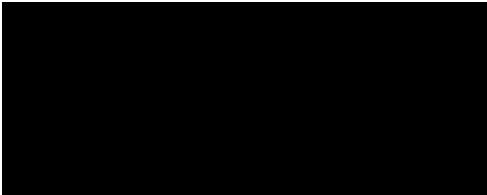
- The admission by the Registrant of unprofessional conduct,
- The Panel's finding that the safety of the public was not at issue, and,
- Undue financial burden to the registrant. Specifically:
 - The registrant's employment with ██████████ was terminated because of ██████ actions, and ██████ advised the panel that ██████ is currently unemployed. For these reasons, the panel determined that non-publication is proportionate and reasonable.

I, ██████████ acknowledge that before signing this Recommended Discipline Order, I consulted with legal counsel regarding my rights or that I am aware of my right to consult legal counsel and that I hereby expressly waive my right to do so. I confirm that I agree to the facts set out above in this Recommended Order and the admissions set out in Section B and C, and that I agree with the Orders in Section D that are jointly proposed.

Further to the above, I acknowledge that I have reviewed APEGA's Good Standing Policy. I understand that I will not be considered a member "in good standing" until I have fully complied with the Orders set out above and I understand that good standing status may affect my membership rights or benefits (including the ability to become a Responsible Member or the ability to volunteer with APEGA in any capacity).

Further to the above, I acknowledge that a copy of this Order and my identify shall be provided to the APEGA Practice Review Board.

IN WITNESS WHEREOF the undersigned agrees with the Agreed Statement of Facts, Acknowledgment of Unprofessional Conduct and the Orders jointly proposed.



Chris O'Donovan, P.Eng.

Signed with ConsignO Cloud (2026/04/09)
Verify with verifio.com or Adobe Reader.



Chris O'Donovan, P.Eng.
APEGA Investigative Committee

APEGA Discipline Committee

John Van der Put

Signed with ConsignO Cloud (2026/05/25)
Verify with verifio.com or Adobe Reader.

By: _____



Case Manager