

COLLEGE OF RESPIRATORY THERAPISTS OF ONTARIO



Title: **Public Reprimands by Discipline Panels**

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N/A

POLICY

It is the CRTO's position that a reprimand ordered by a Panel of the Discipline Committee differs significantly from an oral or verbal caution that is ordered by a panel of the Inquiries, Complaints and Reports Committee, in that the Discipline Panel is an adjudicative body that has made a finding of wrongdoing. As such, a Panel of the Discipline Committee may order a Respiratory Therapist to receive a reprimand in order to express their views about the Member's conduct or action, or to discourage the Member from behaving in a similar manner in future. In addition, a reprimand serves to set a precedent for other Respiratory Therapists and to demonstrate to the public, which may include patients, their families and other healthcare professionals, that the CRTO is upholding the public interest mandate. Furthermore, the fact that a Discipline hearing is a public event suggests that a reprimand should also occur publicly. Therefore, in keeping with the values of fairness and transparency, it is the policy of the CRTO that reprimands will be delivered to Members in public unless the Panel believes that doing so may be detrimental to an individual (e.g., psychological harm to a witness or victim). The potential benefits of a Discipline Panel delivering the reprimand publicly include a decrease in recidivism and increased satisfaction with the Discipline process for patients/clients, their families or colleagues.

To further uphold the values of fairness and impartiality, the Discipline Panel will ensure the following when ordering a reprimand:

- (a) the court reporter records the reprimand so that there is no doubt as to the wording;
- (b) the Member is required to formally waive his/her right to appeal the reprimand or allow the appeal period to pass before administering the reprimand; and
- (c) dialogue with the Member will be avoided by Panel members following the reprimand.