

Suitability to Practise

Approved by: Council

Date: November 21, 2019

1. Adoption of Policy

1.1 This policy shall take effect on November 21, 2019.

2. Background

2.1 In several situations, the College needs to consider whether information about an applicant or registrant is relevant to their suitability to practise psychotherapy. These situations include receiving information about an applicant's conduct during the registration process, determining whether the College ought to investigate a report about a registrant's conduct, and deciding whether to publish or remove information about a registrant's conduct on the public register after a period of time.

3. Considerations

3.1 The mandate of the College is to regulate Registered Psychotherapists (RPs) in the public interest, striving to ensure that practitioners are competent, ethical and accountable. All registrants of CRPO are expected to practise safely, professionally and ethically, and to abide by standards of professional conduct. The *Code of Ethics* reminds registrants of their ongoing responsibilities as community members and citizens.

Conduct that goes against professional standards and ethics could include, but is not limited to:

- Dishonesty or a breach of the public's trust, including sexual misconduct
- Disruptive, rude or disrespectful behaviour towards clients or other health care professionals
- Neglecting professional obligations
- Providing services that are not in the client's best interest, including unnecessary treatment or services for personal financial gain
- Violence

3.2 The following factors should be considered in determining whether conduct is relevant to suitability to practise:

- Whether the conduct in question occurred while practising the profession of psychotherapy
- Whether the conduct would bring disgrace or dishonour to the profession
- Whether the conduct put an individual or the public at risk
- Whether the conduct is part of a pattern of behaviour or an isolated event
- Whether the conduct suggests discrimination, disregard or disrespect for people based on a ground protected by the Human Rights Code (race, colour, ancestry, creed (religion), place of origin, ethnic origin, citizenship, sex (including pregnancy, gender identity), sexual orientation, age, marital status, family status, disability, receipt of public assistance)
- Passage of time since the conduct occurred and the absence of more recent concerns about the applicant's or registrant's conduct
- Any remorse, insight and remediation demonstrated since the conduct occurred

There may be other factors not listed above that will be considered relevant in individual circumstances.

3.3 In applying the criteria, available information should be consulted to decide whether the particular information is relevant to the ability to practise safely and professionally.

4. Potential Changes to Policy

4.1 This policy will be monitored on an ongoing basis and will be subject to revision or cancellation at any time by decision of Council.