

AGENDA

Plenary Session

Wednesday, August 24, 2022

10:00 a.m. – 3:00 p.m. (EDT)

Join Zoom Meeting

<https://us02web.zoom.us/j/84189524856?pwd=aTdmcY3hmMHwRXN0TjlOM04yTDJZZz09>

Meeting ID: 841 8952 4856

Passcode: 431204

1. <u>OPENING</u>		Spokesperson
1.1	Welcome and Opening Remarks	President Colucci
2. <u>PLENARY ITEMS</u>		
2.1	GOVERNANCE COMMITTEE UPDATES <ul style="list-style-type: none"> a) HRCC: Workplace Violence and Harassment Policy b) RPLC: FARPACTA – academic assessments and equivalencies c) GNC (Update on the August GNC meeting; audio recordings – public availability) d) AFC (Budget preparation update) 	Committee Chairs
2.2	ENGINEERS CANADA AFFINITY PROGRAM (INCLUDING DATA SHARING APPROACH)	President Colucci
2.3	CEO/REGISTRAR SEARCH UPDATE	Search Committee Chair
3. <u>NEXT MEETINGS</u>		
Board Meetings and Plenaries		
<ul style="list-style-type: none"> • September 23, 2022 – C-549 • October 28, 2022 (Plenary) • November 25, 2022 – C-550 		
Governance Committee Meetings		
<ul style="list-style-type: none"> ○ AFC <ul style="list-style-type: none"> ▪ September 8, 2022 ▪ October 18, 2022 ○ GNC <ul style="list-style-type: none"> ▪ September 9, 2022 ▪ October 17, 2022 		

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| <ul style="list-style-type: none"> ▪ November 7, 2022 ○ HRCC <ul style="list-style-type: none"> ▪ September 8, 2022 ▪ November 3, 2022 ▪ December 9, 2022 ○ RPLC <ul style="list-style-type: none"> ▪ September 9, 2022 ▪ October 14, 2022 ▪ November 4, 2022 | |
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PLENARY CONCLUDES AT 3:00 PM

Reading Materials

- Update on the HRCC's Work on the Workplace Violence & Harassment Policy – attached
- FARPACTA – Academic Assessments and Equivalencies – attached
- Audio recordings – public availability – attached
- Engineers Canada Affinity Program - attached

HRCC Update for Council Plenary, August 24, 2022

Workplace Violence & Harassment Policy and Proposed Recommendations as they Relate to Members of Council

BACKGROUND

In 2020, the Human Resources and Compensation Committee (HRCC), which took on some of the responsibilities assigned to the former Human Resources Committee, was tasked with updating the existing Workplace Violence & Harassment Policy. This direction came from feedback from Council that there seemed to be a lack of clarity in the process as it related to an allegation against a Councillor, including the sanctioning process if a councillor is found to be in violation of the policy.

OBJECTIVE OF THE WORKPLACE VIOLENCE & HARASSMENT POLICY

Professional Engineers Ontario (PEO) believes that all employees, volunteers, licence and certificate holders, engineering interns, applicants and visitors deserve to be treated with dignity and respect. PEO is committed to providing a safe and healthy work environment and maintaining an organizational culture that is free from harassment, discrimination and violence. These are rights that are guaranteed by law, including – but not limited to - the Ontario Human Rights Code and under the Workplace Health and Safety Act, all persons are entitled to be treated equally, with dignity and respect. These are core values for PEO. They also happen to be guaranteed by both provincial and federal legislation.

OUR CURRENT STATE

Policy as it Relates to Staff

PEO currently has a solid policy, including effective enforcement mechanisms, for dealing with situations involving employees.

All employees are required to take the online Workplace Violence & Harassment Awareness Training. The training completion is tracked and monitored. Employees who do not complete the training will be subject to discipline.

The policy outlines detailed procedures for dealing with situations involving employees, including reporting incidents of workplace violence, filing a complaint, and investigation process. This policy also details the disciplinary actions related to staff that have been deemed in violation of the policy. The CEO/Registrar (in consultation with the Director, Human Resources) has the full authority to recommend further action including discipline of the employee. Any discipline, up to and including termination, would be imposed in accordance with the applicable principles of employment law.

Policy as It Relates to Volunteers

Volunteer is any member serving on a PEO committee or task force and all Chapter volunteers who is not a member of council. There needs to be clarity in the policy on what consequences might flow from a violation of PEO policies by a volunteer and who is responsible for considering and imposing such consequences as required. The ability to address violations by volunteers will also depend on who is responsible for their appointment to a volunteer role. All these questions are being considered by the HRCC and changes to the policy will be proposed as needed.

Policy as it Relates to Council Members

While the policy applies to Council members, the policy lacks both authority and enforcement mechanisms to deal with the conduct of a Council member. Moreover, Council, through its current governance mechanisms, has no remedies to deal with similar behaviours pertaining to Council members. In other words, apart from treating matters involving professional engineers who happen to be Councillors as “regulatory” complaints (an approach that is generally ill-suited to these situations), an elected Council member cannot be disciplined no matter how serious or egregious their conduct/behaviour is. (NB Since Lieutenant-Governor in Council appointees (LGAs) serve at the behest of the Ontario Cabinet pursuant to an Order-in-Council, we have been advised that the Cabinet can also pass an Order-in-Council to remove an LGA before their term has concluded.)

Specific examples of Council requirements that have presented enforcement challenges:

1. Under the Workplace Violence & Harassment Policy, Council members are required to take the online Workplace Violence & Harassment Awareness Training - while it is a requirement, Council has no mechanism to discipline those who do not complete it.
2. At its September 2019 meeting, Council approved a Code of Conduct that includes a declaration section that must be completed. Despite this decision, Council has no mechanism to discipline those who refuse to sign it.
3. At its September 2014 meeting, Council approved a confidentiality agreement to be signed by all Council members to implement a privacy best practice and to be compliant with PEO’s Privacy Policy. Despite this decision, Council has no mechanism to discipline those who refuse to sign it.
4. In addition to the requirements for those already involved with PEO, Council passed a motion in March 2020 stipulating that a candidate for election must take the Workplace Violence & Harassment before the nomination papers are accepted. Despite this decision, Council has no mechanism to enforce this as an eligibility criterion for election to Council.

How Can Council Address These Gaps?

It is assumed that all members of Council ascribe to the principle of a safe and healthy, respectful, workplace, free and clear of harassment, violence, discrimination and/or threats of any kind. It is an employee’s right to expect this, and it is the law under the Ontario Human Rights Code and other relevant legislation. If that is the case, then Council must take action to address all identified deficiencies pertaining to PEO policies and its governance practices, including extending remedial actions to Council members, up to and including removal from Council.

As Council knows, under subsection 7(1) of the *Professional Engineers Act, 1990*, Council may make regulations:

1. respecting and governing the qualifications of the members to be elected to Council,
2. prescribing the conditions disqualifying members of the Council from sitting on Council.

Despite the regulation making authority under the Act, Council has not yet prescribed the minimum qualifications for eligibility for election. More saliently, it has not prescribed a mechanism or any conditions for the removal of elected Councillors, including those who violate Council's own policies.

Without explicit direction from Council to invoke subsection 7(1), very little practical work can be achieved in addressing the current gaps identified above. This in turn creates significant liability for the organization – as noted above, the employer could be liable if it has failed to take action to maintain a safe workplace.

Therefore, the HRCC recommends that:

1. Council direct the HRCC to consider and make appropriate recommendations to Council with respect to prescribing disqualifying conditions for Council members. This work must be complete by the spring of 2023.
2. Council direct the Governance and Nominating Committee (GNC) to consider and make appropriate recommendation to Council with respect to prescribing minimum qualifications for eligibility for election. This work must be complete by the spring of 2023. (Note: The GNC has already been directed by Council to review and make recommendation regarding PEO's elections processes that may include regulatory changes).
3. Once the recommendations by the HRCC and GNC are reviewed and approved by Council, Council will instruct the Regulatory Policy and Legislation Committee (RPLC), as the custodian of PEO legislation and regulations, to review and recommend to Council any regulatory amendments that need to be made to implement Council's direction.

RPLC Update for Council Plenary, August 24, 2022

Recent FARPACTA requirements for regulators, particularly processing time limits to take effect in approximately 11 months' time, will have an impact on PEO's licensing processes, which in their present form can take considerably longer than the prescribed six months.

At its July meeting, the RPLC approved its workplan tasks related to FARPACTA policy decisions:

- Phase 1: Academic Equivalent Qualifications (August/September)
- Phase 2: Canadian Experience Requirements (October-November)
- Phase 3: Regulatory Impact Assessment, confirming policy intents for regulation changes and reviewing and approving sealed regulations (December-March)

At its August 12th meeting, the RPLC considered a report (with the content below) and presentation from the CEO/Registrar regarding Academic Assessments and Equivalencies for PEO to comply with the July 1, 2023 FARPACTA changes, particularly the six-month timeframe from the time of a completed application for the Registrar to make a licensing decision on whether the applicant does or does not meet academic requirements.

PEO's Legislative Framework for Academic Requirements for Licensure

The *Professional Engineers Act* (Act) requires PEO to specify in regulations the necessary qualifications for licensure, and to assess applicants' credentials against those specified requirements. The power to set such requirements by regulation is conferred by sections 7 and 14 of the Act. The pertinent regulations are to be found in sections 33-41 of Regulation 941.

In broad terms, applicants must demonstrate that their credentials meet our academic requirements. An applicant with a bachelor's degree from a Canadian engineering program to Council's satisfaction (i.e., Canadian Engineering Accreditation Board (CEAB)-accredited program¹) will meet the academic requirements. Other applicants must demonstrate credentials that the regulation describes as "equivalent engineering educational qualifications" *recognized by the Council*². Subsection 14(3) of the Act gives the Registrar the discretion to refer an applicant's application to the Academic Requirements Committee (ARC) to determine whether the applicant meets the academic requirements. In practice, as discussed below, these referrals currently happen for all those in the non-CEAB category.

The Act mandates that the Registrar "shall" issue a licence to those applicants who meet all the requirements and to issue a Notice of Proposal to Refuse to Issue a Licence ("NOP") to applicants who do not meet all the requirements under section 14. Once the NOP notice is served, with the reasons therefore, an applicant can request a hearing before the Registration

¹ May 1985 Council motion: "Council accepts only those bachelor level degrees from Canadian universities which are accredited by the Canadian Accreditation Board, a function of the Canadian Council of Professional Engineers. Accreditation must be current at the time of completion of degree requirements."

² Council May 1985 motion: "Council, in recognizing equivalent engineering educational qualifications, requires the successful completion of only those examinations, as assigned by the Academic Requirements Committee, which are based on the Canadian Council of Professional Engineers' examination syllabus."

Committee (REC). After that hearing, the REC can order the Registrar to issue or to refuse to issue licence.

FARPACTA requires a “registration decision” to be made and communicated to the applicant within the 180 days from the confirmation date of a completed application, 90 percent of the time. In our legislation, a registration decision means the applicant’s application either “has met requirements” (issuance of a licence) or “has not met requirements” (issuance of an NOP).

Current Determination Process (Academic Requirements)

In the current process for determining whether an applicant has met or has not met academic requirements, PEO has two streams, CEAB and non-CEAB:

CEAB: Applicants holding a verified bachelor's degree in engineering from a Canadian university program accredited by the Canadian Engineering Accreditation Board (CEAB) automatically meet the academic requirement.

Non-CEAB: All other applicants (including those who do not hold a bachelor’s degree in engineering) will have their academic qualifications referred to the ARC for assessment and determination.

What does our Data Say?

In the period between January 2010 and March 2022, PEO has received 60,000 applications for licence, approximately 36,000 CEAB/24,000 non-CEAB, from 136 different countries, 9,370 unique programs and 3,741 universities. In 2021, PEO received 7,816 applications, of which 65% were from non-CEAB applicants and 35% from applicants from CEAB-accredited programs.

Table 1 summarizes ARC’s 24,044 non-CEAB assessments outputs and categorized by B.Eng. and non-B.Eng. degrees

Table 1: Technical Exam Program Assignment by Degree Type³, (total non-CEAB applicants), 2010-22

Degree Type	Exempted	Assigned Exams (CEP/DCEP/SEP) ⁴	Rejected	Total
B.Eng.	7235 (40%)	10948 (60%)	5 (0%)	18188
Non-B.Eng.	1012 (17%)	4739 (81%)	105 (2%)	5856
Total	8247 (34%)	15687 (65%)	110 (1%)	24044

³ As compared to the Engineers Canada’s International Institutes and Degrees Database (IIDD) list, which was used to provide this distinction. It provides up-to-date information about engineering programs from over 140 countries around the world, including background about a country’s education system, the legitimacy of specific institutions and degrees, and whether a degree meets academic requirements for professional licensure in that country over the past 45 years. The IIDD includes institutions accredited by the Accreditation Board of Engineering and Technology (ABET) in the United States as well as Washington Accord degrees.

⁴ CEP/DCEP/SEP are ARC-assigned examination programs.

Of the 76% of non-CEAB applicants (18188/24044) classified as possessing a Bachelor of Engineering degree, 40% were exempted from exams, suggesting equivalency, while a higher 60% were assigned four or more exams to confirm their equivalency.

RPLC was also presented with the following slide that showed 93% of all non-CEAB B.Eng. applicants with only a B.Eng. degree were assigned exams.



By the Numbers:
Academic Assessment Outcomes Over Last 12 Years

Non-CEAB	Total # Applied	ARC Exams Exempted	ARC Exams Assigned
B.Eng. Only	7,165	505 (7%)	6,660 (93%)
B.Eng. + graduate degree(s)	10,988	6,732 (61%)	4,256 (39%)
Non-B.Eng. only	2,501	120 (2%)	2,381 (98%)
Non-B.Eng. + graduate degree(s)	2,308	553 (24%)	1,755 (76%)

Of those non-CEAB applicants classified as not having a Bachelor of Engineering degree (5856/24044), which represent 24% of the total non-CEABs, 81% of them were assigned four or more exams to confirm, augment, or substitute their qualifications, and 17% were exempted altogether. The non-B. Eng. applicants whose applications were accepted and assessed include those with academic credentials of:

- three-year college diploma in technology;
- bachelor's degree in a relevant science area;
- non-engineering, non-science undergraduate;
- non-engineering undergrad with post-graduate degree in engineering (M.Eng./Ph.D. Eng.);
- non-equivalent B.Eng.; and
- non-engineering post-graduate degrees.

Based on analysis of exam program completion rates, only 28% of non-CEAB applicants assigned exams complete any assigned examination program. They take an average of 1.63 years to complete a confirmatory exam program (CEP), 2.29 years to complete a directed confirmatory examination program (DCEP) and 2.57 years to complete 5-18 specific examination program (SEP); all are well above the maximum 0.5 year allowed by FARPACTA regulations.

Postscript

At its August 12th meeting, RPLC discussed the report and presentation and agreed that PEO's licensing system as currently structured will not allow us to achieve compliance with FARPACTA. Status quo will result in an unacceptably high volume of issued Notice of Proposal to Refuse to Issue a Licence (NOPs) or possible reputational loss for PEO if it cannot achieve 90 percent of decisions within the six-month timeframe.

One option identified by the RPLC could be for Council to set examination(s) as a component of the academic qualifications that will apply to all non-CEAB applicants, such that persons will have to pass those examination(s) to be eligible even to apply for a licence. Council has the authority under s. 14(1)(c) of the Professional Engineers Act⁵ to impose such a requirement. The RPLC agreed that ARC members should be consulted before a recommendation will be made; ARC members have considerable, valuable expertise and experience in reviewing and assessing academic qualifications of non-CEAB applicants to determine if their academic qualifications are equivalent to those of CEAB applicants. This expertise and experience would ideally inform how many and what types of exams might be required at the front end, as well as who would need to write them.

Drawing on the evidence that was assembled and consultations with ARC members as described above, the policy recommendation that the committee could develop for Council's consideration in September (depending on RPLC's further discussions at its next meeting on September 9th) might well require completion of some type of examination program, specified in the regulation, as a precursor for application by a non-CEAB applicant.

⁵ **14** (1) The Registrar shall issue a licence to a natural person who applies therefor in accordance with the regulations and,
(c) has complied with the academic requirements specified in the regulations for the issuance of the licence, including passing such examinations as the Council sets or approves in accordance with the regulations, or is exempted by the Council from complying with the requirements;

Briefing Note – Information

Plenary-August 24, 2022
Agenda item 2.1c)

Issue: Audio Recordings of Council Meetings – Public Availability

Purpose: To outline the basis for the decision to cease posting recordings of council meetings to the PEO website.

No motion required

Prepared by: Marina Solakhyan, Director – Governance

PEO strives to be transparent about both operations and Council (governance) activities for its various member and non-member stakeholders, but also wants to ensure that any communications vehicles are meaningful and provide value for money. At the June 2022 Council meeting, it was noted that audio (and video) recordings of Council meetings are no longer available on the PEO website.

Background

All Council meetings are recorded so that the information can be documented correctly in the minutes of the meeting. The recordings, along with the meeting agenda, minutes, and council materials, had been available on the PEO website from 2015 to 2020.

Since 2020, when Council meetings moved to a virtual format, the meetings have been video recorded to the Zoom cloud. The Secretariat staff rely on these recordings when preparing the minutes of the meeting.

An operational decision was made in 2021 to stop posting the recordings to PEO's website. This decision took into account the following key considerations:

- costs associated with bandwidth and technology requirements for hosting council recordings;
- historically low engagement with the recordings once posted

In short, staff determined that the benefits of having the recordings available on PEO's website did not outweigh the costs associated with this practice.

Here is some more detail:

1. Bandwidth and technology requirements for hosting Council recordings: In order to provide the GNC with the most up to date information on bandwidth and technology requirements, staff approached a vendor regarding a proposal for hosting costs for a secure solution to host Council recordings going forward. The vendor estimated an initial implementation cost of \$45,000 and a monthly hosting cost of \$358.23.

2. Engagement: The attached stats for Council recordings covering the period from February 6, 2015 to June 19, 2020 suggest that engagement is very low and generally limited to a small group of regular users, mainly current and former council members and PEO staff. It is important to note that the total number of plays does not represent the total number of unique users. In fact, further analysis showed that users generally play the recordings multiple times. Even if each play equaled one user, meeting # 535, for example, that generated the highest number of plays was played 67 times only which represents approximately 0.0007% of the membership. The total minutes listened column indicates that even if the recordings are played, general interest is low.

On this basis staff do not recommend any change to the approach currently followed, but other means of publicizing the work of Council and informing people about Council decisions will continue to be explored on an ongoing basis.

Attachments: PEO Council meeting recordings engagement stats.

PEO Council meeting recordings stats (covering the period from February 6, 2015 to June 19, 2020)

#	Meeting	Total plays*	Minutes listened (total)
1	535	67	577
2	534	16	24
3	533	13	62
4	532	24	737
5	531	43	565
6	530	27	433
7	529	42	305
8	528	22	689
9	527	34	308
10	525	38	358
11	524	16	129
12	521	13	16
13	520	38	1318
14	519	12	179
15	517	14	663
16	516	14	446
17	515	20	35
18	514	39	700
19	513	3	26
20	512	1	0
21	511	10	92
22	510	6	0
23	509	4	0
24	508	6	0
25	507	6	0
26	506	6	1
27	505	1	0
28	504	6	0
29	503	8	0
30	502	9	0
31	501	7	0
32	500	5	102
33	499	8	0
34	498	7	2

* Total plays includes multiple plays by the same individual.

Briefing Note – Information

**Plenary-August 24, 2022
Agenda item 2.1d)**

Budget Preparation Update

A verbal report will be provided.

Executive Summary

ISSUE: Engineers Canada Affinity Insurance Agreement

A motion will be brought to Council's September 23, 2022 meeting to determine whether PEO will sign on as a member association and execute the Insurance Affinity Agreement with Engineers Canada.

In 2018, Engineers Canada entered into a partnership agreement on behalf of its constituent members with TD Insurance for a home and auto insurance program. At that time, Engineers Canada presented the opportunity for PEO to become a participating regulator. If PEO accepted, it would be expected to promote the Engineers Canada-sponsored program with TD insurance and receive PEO's share of the related agreement revenues. Council has since deferred a decision on this matter each year. Given that the issue has been consistently raised at the board of directors of Engineers Canada, PEO's president has committed to providing Engineers Canada with a definitive response this year. As a non-participating regulator, PEO's portion of the revenues up to this point have remained with Engineers Canada.

Concerns have been previously raised that joining the agreement might oblige PEO to share the personal data of its licence holders in order to meet the expectations associated with promoting the program. To alleviate any such concerns, a position statement on data privacy management accompanies this executive summary that can be adopted by Council to provide further assurance that personal information will not be shared under any circumstances. In short, PEO may facilitate access to information and opportunities that may arise from a third party but will always respect its legal obligation to protect the privacy of confidential information of its stakeholders.

This executive summary and draft position statement serve to assist Council in its consideration of Engineers Canada Affinity Insurance Agreement decision next month.



Draft Position Statement

ISSUE: Data Privacy Management

PEO POSITION FOR CONSIDERATION

PEO commits to maximizing the security and privacy of the personal data it collects from stakeholders by using it solely for the regulatory purpose it was provided or a reasonable auxiliary purpose.

DATA PRIVACY

Data privacy has become a fundamental concern worldwide. It focuses on the rights of individuals, the purpose of data collection and processing, privacy preferences, and the way organizations govern personal data of individuals.

Data privacy relates not only to the proper handling of data but also the public expectation of privacy. Stakeholders of companies are becoming increasingly concerned about how their data is being captured and how it is used.

Trends reflect a growing expectation from individuals that the organizations they entrust with their data will behave responsibly. More than ever, companies are now facing pressure to put extraordinary measures in place to protect personal and business data. Further far-reaching data privacy legislation is to be expected in response to an ever-greater need of privacy protection.

WHY THIS IS IMPORTANT

In its regulatory role, PEO collects confidential information from various stakeholders, including applicants, licence holders, complainants and others. PEO is accountable for using such information appropriately and responsibly while minimizing the potential for legal liability that accompanies any use or sharing of personal data collected.

PEO currently has data sharing agreements with Engineers Canada, the Ontario Professional Engineers Foundation for Education and the Ontario Society of Professional Engineers.

Engineers Canada

PEO shares only what is available on the public directory with Engineers Canada. This does not include any contact information or personal data. PEO does not obtain consent for sending the information to Engineers Canada. The data is already in the public domain and being used for the purposes outlined below:

- To assist the regulatory bodies to process the registration of members, including members seeking registration pursuant to the Agreement on Internal Trade or any other interjurisdictional trade agreement including the New West Partnership Trade Agreement;
- To assist the regulatory bodies' efforts to otherwise administer their enabling legislation, including but not limited to investigating compliance issues and to assist with any discipline and enforcement activities as defined in the Memorandum of Understanding on Discipline and Enforcement;

- To assist with the investigation of any contravention of the laws of Canada or of a province or territory in accordance with the regulatory bodies' status as investigative bodies;
- To collect, organize and report upon national level statistics for the advancement of the public interest in the profession, without the disclosure of any personal information and adhering to applicable privacy legislation

Ontario Professional Engineers Foundation for Education (FFE)

PEO shares its members list, which includes contact information, only when it has obtained express consent from the member to do so. The consent is obtained in multiple ways, the primary being during the annual renewal. At any time, a member can give or withdraw their consent via the PEO portal. The FFE may use the PEO member list for the following authorized purposes only:

- Advertising financial support for engineers and engineering students, and information about membership, donations and awardees;
- Occasional mail or email communications about FFE news and events;
- Tracking the conversion of FFE award recipients to determine how many go on to become licensed engineers;
- Assisting PEO to support the Student Membership Program; and
- Any other purpose that PEO authorizes in writing (which authorization FFE shall seek from PEO prior to FFE's use).

Ontario Society of Professional Engineers (OSPE)

PEO shares its member list, which includes contact information, only when we have obtained express consent from the member to do so. The consent is obtained in multiple ways, the primary being during the annual renewal. At any time, a member can give or withdraw their consent via the PEO portal. OSPE may use the PEO member list for the following authorized purposes only:

- Providing marketing materials through affinity partners for products and services including financial services and insurance services to current, potential or prospective OSPE members;
- Advertising OSPE products and services;
- Marketing paid membership in OSPE;
- Providing information about engineering and the engineering community in Ontario;
- Marketing career services, membership benefits and information, events and workshops; and
- Any other purpose that PEO authorizes in writing (which authorization OSPE shall seek from PEO prior to OSPE's use).

RECOMMENDATION

As PEO progresses with its digital transformation journey, implementing a risk-based approach to data privacy that focuses on business risks (as opposed to merely complying with existing legislation) will help to meet the increasing scrutiny from stakeholders and will demonstrate that PEO takes seriously the protection of the personal information it possesses. Adopting such a security-first approach also places PEO in an optimal position in a data privacy landscape that is continuing to evolve.

Consequently, it is recommended that PEO should only disclose personal data to a third party for regulatory purposes or instances required by law. PEO should not disclose or seek consent to disclose personal data for commercial or non-regulatory use of any kind. PEO may facilitate access to information and opportunities that may arise from a third party but will always respect its legal obligation to protect the privacy of confidential information of our stakeholders.

Following clear, transparent and strict data protection competencies is essential to building and maintaining an environment of trust with our stakeholders and reduces risks as we fulfil our obligations as a regulator.

Briefing Note – Information

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Agenda item 2.3

CEO/Registrar Search Update

A verbal report will be provided.