

College of Paramedics of Nova Scotia

Consent Reprimand

HANN, Calvin James (Sr.)

Cape Breton Regional Municipality, Nova Scotia

CPNS Registration Number: 30709

On June 8, 2022, the Investigation Committee of the College of Paramedics of Nova Scotia (CPNS) ordered, pursuant to section 67(6)(a)(i) of the *Paramedics Regulations*, and with the consent of Mr. Hann, that he receive a reprimand for engaging in inappropriate communication with colleagues.

It was alleged that over a significant period of time, Mr. Hann's interactions with a number of colleagues constituted harassment and contributed to creating a disrespectful work environment. Mr. Hann's employer concluded that such conduct violated respectful workplace policies. In the course of the CPNS investigation of this matter, Mr. Hann admitted making some (but not all) of the comments in question, stating that he accepted full responsibility for the conduct he acknowledged. Mr. Hann also noted that since these events, he had made significant efforts to improve his well-being and communication style. Based on the information provided by witnesses, the available documentation, and Mr. Hann's responses, the Committee was satisfied that he breached the *Standards* and the *Code of Ethics* related to, *inter alia*, professionalism, working collaboratively, and communication. The Committee noted that such conduct reflects poorly on the profession and can directly impact patient care by creating an environment where colleagues may be less willing to engage in collaboration.

The Committee determined that under these circumstances, Mr. Hann's breaches of the *Code of Ethics* and *Standards of Practice* were disgraceful, dishonourable, or unprofessional, and that pursuant to s. 67(4)(g) of the *Regulations*, there is sufficient evidence that, if proven, would constitute professional misconduct. The Committee therefore determined that a reprimand was the appropriate outcome in this situation.

On June 15, 2022, Mr. Hann consented to the reprimand.