

IN THE MATTER OF: College of Paramedics of Nova Scotia

- and -

IN THE MATTER OF: Adam McCannel, Reg. #32248

NOTICE OF HEARING

Adam McCannel is hereby notified that the Hearing Committee of the College of Paramedics of Nova Scotia will conduct a hearing pursuant to the *Paramedics Act*, SNS 2015, c 33 (the "***Paramedics Act***"), to consider allegations of conduct unbecoming the profession as defined in the *Paramedics Act*.

The hearing will be held at Future Inns Halifax Hotel & Conference Centre, 30 Fairfax Drive, Halifax, Nova Scotia, commencing on **Tuesday, November 15, 2022 at 9:30am** and continuing thereafter as directed by the Hearing Committee.

Mr. McCannel's presence at the hearing is required. Mr. McCannel may be represented by legal counsel, a union representative, or another representative of his choice at his own expense, and may present evidence or witnesses on his behalf.

TAKE NOTICE that if Mr. McCannel does not attend this hearing, the Hearing Committee may proceed in his absence and he will not be entitled to any further notice of proceedings.

Any documentary evidence to be used by the College of Paramedics of Nova Scotia at the hearing will be made available to Mr. McCannel in advance of the hearing in accordance with the *Paramedics Act*. Mr. McCannel has all the rights set out at section 70(2) of the *Paramedics Act*, as well as the disclosure obligations set out at section 73 of the *Paramedics Act*.

The Hearing Committee will consider the following allegations:

That being registered under the *Paramedics Act* at the time of the subject matter of the allegations leading to this Notice of Hearing, **IT IS ALLEGED THAT:**

1. From July 23, 2021, 2021 to July 18, 2022, Mr. McCannel engaged in conduct that, having regard to all the circumstances, would reasonably be regarded by members as conduct unbecoming the profession by stating on his public Facebook account and through emails inappropriate, disrespectful, and unprofessional comments regarding the College, Investigation Committee members, staff, and representatives, including, but not limited to:
 - a. a July 23, 2021 email to the College's legal counsel and the College's investigator wherein Mr. McCannel stated, "As an obvious aside, if the case was just, why is the committee and its hired agents behaviour look blatantly corrupt? Just case, just prosecution. It is supposed to work that way, if you doing it right."
 - b. an August 18, 2021 email wherein Mr. McCannel stated, "CPNS has failed to carry out its duty to act along with Mr. Kowalsczyk's corruption of a

public office or is it completing a corrupt act while in public held office, which is any office where the power of a NS Supreme Court Justice can be exercised without jurisprudence overseeing the proceedings.”

- c. an October 2, 2021 email to the College’s legal counsel wherein Mr. McCannel stated, “So I will find a way to break this college and Mr Karl Kowalczyk by this 090 and all subsequent violations and procedures not adhered too.”
- d. an October 3, 2021 email to the College’s legal counsel wherein Mr. McCannel stated:
 - i. “Karl Kowalczyk is not going to remain its head, and there is no way I don’t seek every and all possible legal action against himself and the institution for its willful participation in the Bungay attack solely so Karl Kowalczyk could get another shot in while in a position of power, against a former student that proved him wrong once and he never got over it.”
 - ii. “So his actions are subject to oversight, or we have a dictatorship and not a college. I always thought Karl Kowalczyk was too comfortable being a Corporal and a dictator than a medic.”
 - iii. “House cleaning is long overdue at CPNS, the second most corrupt self regulating body in Nova Scotia, the weaker cousin to the most corrupt, NSCN.”
- e. a November 2, 2021 Facebook post wherein Mr. McCannel stated, “This is supposed to be super secret and private stuff, I face 6 months in jail and a 2000.00 fine per and I don’t give one last fuck for the standing of such hallow and corrupt people who parades themselves around in ‘Salmon’ coloured shirts on our dime...Mr. Karl Kowalczyk loves a good salmon coloured shirt...”
- f. a November 5, 2021 Facebook post wherein Mr. McCannel stated, “Most of my comments are layered...the story is about being gas lit. It sucks to experience and to have Karl Kowalczyk use this lying piece of garbage against me to keep from working...Too fucking far.”
- g. a November 5, 2021 Facebook post wherein Mr. McCannel stated, “CPNS and Karl choose to be hatchet men for NSCN”.
- h. a November 17, 2021 Facebook post wherein Mr. McCannel stated, “CPNS is not really much more than the firing squad for company ‘anomalies’ such as myself.”
- i. a November 24, 2021 Facebook post wherein Mr. McCannel stated, “I want to take that power away from ... Karl Kowalczyk ... they ruin truly good and honest professions and the integrity of the entire healthcare system.”

- j. a December 12, 2021 Facebook post wherein Mr. McCannel stated:
 - i. “But to break free of his horrible corrupt system at NSCN and CPNS that leads to indefinite suspensions without hearings, rights of the respondent violated at CPNS.”
 - ii. “Stay safe paramedics, not only does the college not have your back, they have knives selected from the Nurses College to stab you with should you seek out of turn. Good luck with your corrupt colleges.”
 - iii. “This hostile situation is made much worse by having integrity of CPNS violated to the very foundation of the college and thru Executive Director Karl Kowalczyk”.
- k. a February 23, 2022 Facebook post wherein Mr. McCannel stated, “Yet as a Paramedic, no current as my corrupt self regulator has stacked its ‘Malicious Prosecution’ along with violations of my Human Rights, as every action taken against myself had been solely due to my PTSD, which I have lived with since 4 years of age. Clearly discrimination.”
- l. a March 30, 2022 Facebook post wherein Mr. McCannel stated:
 - i. “I have him and the nurses College and Karl Kowalczyk breaking the law, 126(1) of the criminal code of Canada...”
 - ii. “I have been punished to the extreme for reporting the unethical and or unsafe practices of my ex sister in law, D. Bungay and Kowalczyk at my college.”
- m. a March 31, 2022 email to the College’s legal counsel wherein Mr. McCannel stated, “Please tell Karl, wear Salmon, so when he lies under oath his skin will match his shirt, making it obvious when he does it. It plays well.”
- n. a May 29, 2022 email to members of the Investigation Committee and the Minister of Health and Wellness wherein Mr. McCannel stated, “You’re a shame to the profession and your lack of integrity is transparent and I will hold you accountable.”
- o. a May 30, 2022 email to the Minister of Health and Wellness and other third parties wherein Mr. McCannel stated, “These crimes all hinged on Karl Kowalczyk being the ace in the hole at CPNS.”
- p. a June 8, 2022 email to the members of the Investigation Committee, the Minister of Health and Wellness, and other third parties wherein Mr. McCannel stated:
 - i. “He [Karl Kowalczyk] could not square that with him being a paid paramedic, paid to testify in court, and he was not prepared and he did not self acknowledge this, instead, lied essentially, passing off

his testimony as legitimate, all of it, when in fact he was destroying the integrity and public trust in the profession of Paramedicine, in court in transcripts forever.”

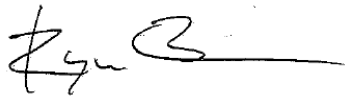
- ii. “It’s impossible not to connect that you, Ryan Colleen and John and Jim, knew this and hid or out failed to acknowledge it as a clear conflict of interest and acted to cover it up by black balling me.”
 - iii. “That provable act of bad faith was then completed by Ryan Brown as the President of the College and acting Registrar with the cooperation and vote of the Vice President’s and current presidents spouse and she failed to declare that conflict of interest and then voted in favour of her hidden conflict of interest in multiple ways that not implicate herself, her spouse and the College President in crimes, thru the Investigation Committee votes and decisions advised by the most comprised lawyers I have ever heard.”
 - iv. “Seems almost impossible to believe that in CPNS you have, but this is the first time you brought in NSCN and they are career criminal types like Ryan Baxter, Kowalsczyk and Mackay.”
2. From September 14, 2021 to July 18, 2022, Mr. McCannel engaged in conduct that, having regard to all the circumstances, would reasonably be regarded by members as conduct unbecoming the profession by contravening section 39(1) of the *Paramedics Act* in that he disclosed confidential information from the College’s professional conduct process on Facebook and via email, including, but not limited to:
 - a. the identity of the individual who reported potential concerns regarding the Mr. McCannel’s conduct to the College; and
 - b. a photo of the individual’s letter of report dated November 25, 2020.
 3. From November 18, 2021 to April 20, 2022, Mr. McCannel engaged in conduct that, having regard to all the circumstances, would reasonably be regarded by members as conduct unbecoming the profession by failing to adhere to and comply with the Interim Injunction Order issued against him by The Honourable Justice C. Richard Coughlan on November 12, 2021, in that he disclosed confidential information from the College’s professional conduct process on Facebook and via email, including, but not limited to:
 - a. the identity of the individual who reported potential concerns regarding the Mr. McCannel’s conduct to the College; and
 - b. a photo of the individual’s letter of report dated November 25, 2020; and
 4. On December 23, 2021, Mr. McCannel engaged in conduct that, having regard to all the circumstances, would reasonably be regarded by members as conduct unbecoming the profession in that he was found in contempt of court beyond a reasonable doubt by The Honourable Justice John A. Keith for breaching the term of the Interim Injunction Order restraining and enjoining him from disclosing complaints and information from the College’s professional conduct process.

5. From February 4, 2022 to June 18, 2022, Mr. McCannel engaged in conduct that, having regard to all the circumstances, would reasonably be regarded by members as conduct unbecoming the profession by failing to adhere to and comply with direction to refrain from directly emailing the members of the Investigation Committee, contrary to section 44(3) of the *Paramedics Act*.
6. Mr. McCannel has demonstrated a pattern of ungovernable conduct by engaging in the conduct set out in allegations 1 – 5.

“Conduct unbecoming the profession” is defined at section 2(f) the *Paramedics Act* to mean:

conduct in a member's personal or private capacity that tends to bring discredit upon the practice of paramedicine.

Dated in Nova Scotia, this 16th day of September, 2022.



Ryan Brown, PCP
Acting Registrar
College of Paramedics of Nova Scotia

TO: Adam McCannel