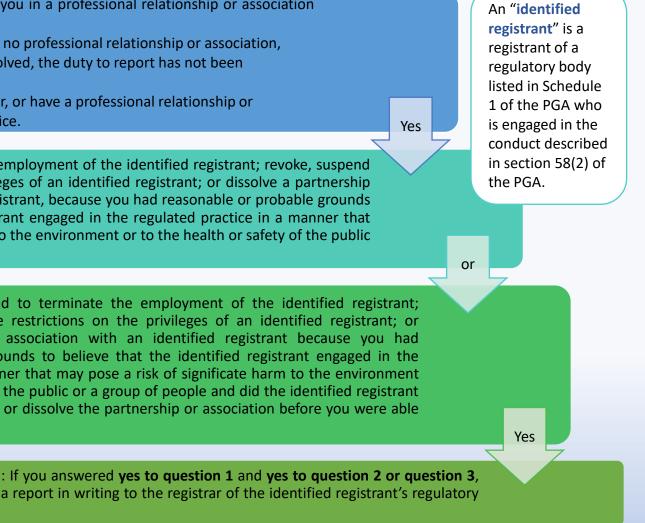
## Duty to Report: Sections 58(4) & 58(5), Employers, **Partners & Associates Question Framework**



Question 1: Are you the employer of, or are you in a professional relationship or association with, an identified registrant?

- If you are not the employer and there is no professional relationship or association, or if there is no identified registrant involved, the duty to report has not been triggered.
- If you are unsure if you are the employer, or have a professional relationship or association, seek independent legal advice.

Question 2: Did you terminate the employment of the identified registrant; revoke, suspend or impose restrictions on the privileges of an identified registrant; or dissolve a partnership or association with an identified registrant, because you had reasonable or probable grounds to believe that the identified registrant engaged in the regulated practice in a manner that may pose a risk of significate harm to the environment or to the health or safety of the public or a group of people?

**Question 3**: Did you intend to terminate the employment of the identified registrant; revoke, suspend or impose restrictions on the privileges of an identified registrant; or dissolve a partnership or association with an identified registrant because you had reasonable or probable grounds to believe that the identified registrant engaged in the regulated practice in a manner that may pose a risk of significate harm to the environment or to the health or safety of the public or a group of people and did the identified registrant resign, relinquish privileges, or dissolve the partnership or association before you were able to act?

> Action required: If you answered yes to question 1 and yes to question 2 or question 3, you must make a report in writing to the registrar of the identified registrant's regulatory body.

Office of the Superintendent of Professional Governance