

**SUMMARY of the Decision of the Inquiries, Complaints and Reports Committee  
(the Committee)**  
(Information is available about the complaints process [here](#) and about the Committee [here](#))

**Dr. Eric Degen (CPSO #70323)  
(the Respondent)**

## **INTRODUCTION**

The College received information raising concerns about the Respondent's behaviour (workplace and sexual harassment) towards nursing staff at his place of employment. Subsequently, the Committee approved the Registrar's appointment of investigators to conduct a broad review of the Respondent's practice.

## **COMMITTEE'S DECISION**

A General Panel of the Committee considered this matter at its meeting of March 1, 2023. The Committee required the Respondent to appear before a Panel of the Committee to be cautioned with respect to insight into his behaviour and workplace boundaries. The Committee also accepted an undertaking from the Respondent.

## **COMMITTEE'S ANALYSIS**

The Respondent's workplace provided a copy of the report it had obtained to investigate concerns about the Respondent. The Committee was assisted in reaching its decision by the report and noted as follows:

- The report showed that the Respondent had a history of seeking workplace relationships, as well as angry outbursts. The report concluded that the Respondent had engaged in various types of misconduct. The Respondent resigned from his workplace in the face of the findings of the report.
- A significant incident was the Respondent's pursuit of a colleague for approximately 2 years, despite her explicit and repeated communications to him that she was not interested in pursuing a relationship. The Respondent failed to recognize the problematic nature of his actions and offered justifications for his behaviour that also showed a lack of insight into the nature of his behaviour.
- The Committee was troubled by the Respondent's lack of insight in this regard, but also noted that he had expressed willingness to enter into an undertaking and pursue other remediation.
- In light of the Respondent's willingness to pursue remediation, the Committee felt it reasonable to accept an undertaking from him but also concluded that a

caution would be beneficial to discuss with the Respondent what he had learned upon completion of the remediation directed by the undertaking.