

**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. Julie Eva Gibb (CPSO #103504)

INTRODUCTION

The College received information raising concerns that Dr. Gibb's office administrator, Mr. X, had a criminal past involving children and that he was around children on a regular basis given his role at Dr. Gibb's office. Subsequently, the Committee approved the Registrar's appointment of investigators to obtain more information with respect to Mr. X's involvement in Dr. Gibb's practice.

COMMITTEE'S DECISION

A Family Practice Panel of the Committee considered this matter at its meeting of February 21, 2019. The Committee required Dr. Gibb to attend at the College to be cautioned in person on demonstrating a lack of insight, breaching patient trust and knowingly putting patients at risk by hiring to work in her practice an individual who was convicted of sexual offences involving a child.

The Committee also accepted an undertaking from Dr. Gibb to not employ Mr. X or allow him to have any involvement in her practice or be permitted to attend her practice location(s), and to complete one-to-one training in ethics and professionalism.

COMMITTEE'S ANALYSIS

As a result of this investigation, the Committee had concerns about the lack of insight Dr. Gibb demonstrated when she decided to hire Mr. X to work in her office practice, where he had contact with children, even though she was aware of his criminal past.

The Committee noted that its concerns would be satisfied, in part, if an undertaking could be obtained from Dr. Gibb to address the issues in question, and such an undertaking was successfully obtained.

In addition to accepting Dr. Gibb's undertaking, the Committee required Dr. Gibb to attend at the College to be cautioned.