

**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. Ameer Kadhim Al-Shammaa (CPSO# 101817)
(the Respondent)**

INTRODUCTION

The Complainant was employed at a pain care clinic where the Respondent also worked in the area of chronic pain management. The Complainant had concerns about the Respondent's conduct towards her at the clinic.

The Complainant contacted the College of Physicians and Surgeons of Ontario (the College) to express concerns about the Respondent's conduct, as follows:

COMPLAINANT'S CONCERNS

The Complainant was concerned that that the Respondent sexually harassed her when she worked with him at the Clinic.

COMMITTEE'S DECISION

A General Panel of the Committee considered this matter at its meeting of May 6, 2020. The Committee required the Respondent to attend at the College to be cautioned in person on boundaries and professionalism in the workplace, and not being truthful in a workplace investigation.

The Respondent also provided an undertaking to the College which included professional education including one-on-one instruction in professionalism and ethics with a College-approved instructor and a review of the College's policy, *Physician Behaviour in the Professional Environment*, with a written summary of how it applies to his practice.

COMMITTEE'S ANALYSIS

The Respondent acknowledged that his behaviour towards the Complainant (including flirtatious texts and comments and a hug) was wrong and that he made a mistake in judgment that was unbecoming his position in the clinic as a physician and a member of the medical profession. He indicated that he took full responsibility for the fact that he crossed a professional boundary, which he deeply regretted. The Respondent stated that as a result of these events, he had a two-week suspension from the clinic, and he engaged in several remedial steps, including voluntarily completing a professional boundaries course.

Overall, the Committee found the Respondent's conduct in this matter concerning. The Respondent acknowledged that he crossed professional boundaries and that he engaged in behaviour with the Complainant that was unwelcome, inappropriate and unbecoming his professional status. In addition, he stated that he was not completely forthcoming in his responses to the questions posed to him during the workplace investigation into his conduct that was initiated by the clinic.

The Committee acknowledged the information from the Respondent indicating that he had completed a boundaries course following the events that are the subject of this complaint. However, the Committee was disappointed with the facilitator's post-course report as there were comments which caused the Committee to question the level of the Respondent's engagement in the remediation.

Given the issues regarding the Respondent's professionalism and ethics that were raised in the investigation, an undertaking was obtained, as set out above, and the Committee decided to require the Respondent to attend at the College to be cautioned in person.