General conduct: on and off the job

CRPO's Standard 1.5: illegal conduct, impairment, respect for colleagues and students, and conduct that is disgraceful, dishonourable, unprofessional or unbecoming, with CRPO's Policy on Suitability to Practise.

Study aid, not legal advice. Last verified against the official sources linked below on 11 November 2026.

1 Standard 1.5 in four lines

1. Refrain from **illegal conduct** relevant to your suitability to practise (1.5.1).
2. Do not practise when you ought to know your ability is **impaired** (1.5.2).
3. Treat employees, co-workers, students and others you work or study with **with respect** (1.5.3).
4. Refrain **at all times** from conduct members would reasonably regard as disgraceful, dishonourable, unprofessional or unbecoming (1.5.4).

2 In practice, or outside it

- Disgraceful, dishonourable or unprofessional: behaviour **in the course of practising** that goes beyond legitimate discretion or errors in judgment (O. Reg. 317/12, para. 52).
- Conduct unbecoming: behaviour **outside the practice** that casts doubt on your integrity or brings the profession into disrepute (para. 53), online included.
- It usually involves **dishonesty** (such as fraud) or a serious breach of trust (such as child abuse).
- It does **not include** trivial behaviour in your personal life, or aspects of your identity protected by human rights law.

3 Impairment and incapacity

- Practising while you know or **ought to know** a condition, dysfunction or substance impairs you is misconduct (para. 41).
- **Monitor** your physical and mental health and seek help when needed.
- **Incapacity**: a condition that makes it desirable, in the public interest, to limit your certificate or stop you practising.

4 Illegal conduct

- Breaking a law in Canada is misconduct if the law protects or promotes **public health** (para. 43 i).
- Or if it is relevant to your **suitability to practise** (para. 43 ii).
- Report findings of guilt, charges and bail conditions **yourself** (Code ss. 85.6.1 to 85.6.4; see the jurisprudence sheet).

5 What CRPO's policy counts as relevant

- **Likely relevant**: dishonesty (fraud, plagiarism); breach of trust or authority, sexual misconduct included; harassment or disrespect; neglecting obligations; services not in a client's best interest; discrimination on a Human Rights Code ground; violence.
- **CRPO weighs**: whether it happened in practice, public trust, harm or risk, a pattern, intent, time since, remorse, insight and remediation, and safeguards such as supervision.

6 Meeting the standard

- [ ] Practise with **integrity** and professionalism.
- [ ] Consider the impact of your actions on **the profession as a whole**.
- [ ] Assess your actions as a **panel of professional peers** would.
- [ ] **Consult** a clinical supervisor, case consultant, another RP or CRPO when unsure.

The standards follow you off the job and online: no practising impaired, report your own charges, and when in doubt, consult.

Official sources: CRPO Standard 1.5, General Conduct and CRPO, Policy on Suitability to Practise (2025) and O. Reg. 317/12. Condensed from Professional Conduct. Independent study aid, not legal advice, not affiliated with CRPO or COMPASS.