Professional Engineers
Ontario

THE LINK
Membership News, Programs and Activities

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2000 Council election and referendum results

by Alison Piper

The results of PEO's 2000 Council election and advocacy referendum, which closed February 29, are in. About 23 per cent of members voted for candidates for President-elect and Councillor-at-Large, which, along with Vice President (which was won by acclamation), are the only positions for which all are eligible to vote. In 1999, about 21 per cent of members participated in the election, about 24 per cent in 1998.

In the membership mail ballot on advocacy, about 81 per cent of the 14,905 members who voted supported creating a separate professional organization dedicated to advancing the interests of members, and promoting the profession. Members also approved amendments to the association's By-Law No. 1 to enable PEO to help finance the Ontario Society of Professional Engineers (OSPE), which will require a $30 increase in the annual licensing fee, to be phased in over two years. The financial support plan for OSPE and bylaw changes were approved by Council in December 1999. Proposed amendments to By-Law No. 1 must be confirmed in a letter ballot to become effective.

Specifically, the approved amendments:

- enable Council to authorize PEO's participation in the activities of the Canadian Council of Professional Engineers as a constituent association, the Ontario Society of Professional Engineers, or other organizations with functions consistent with, and complementary to, those of PEO; and
- provide for the continuing financial support of such organizations, through annual grants, non-recurring grants for start-up and other purposes or other specific grants for interim assistance.

The $30 fee increase will be phased in as follows: There will be an increase in full membership fees of $20, plus GST, for renewals due on July 1, 2000 and subsequent dates. A further increase of $10, plus GST, will be effective as of July 1, 2001, for full membership fees renewable on that date and subsequent dates. The increased membership fee will not apply to members who are retired, on fee remission or 65 years old or more on the date of renewal.

HOW YOU CAST YOUR VOTE

President-elect

*G. Gordon M. Sterling	8148
Kam Elguindi	6468

Vice President

Christopher D. Roney (by acclamation)

Councillor-at-Large

*Daniela E. Iliescu	8280
A.Aziz Akhtar	6206

Eastern Region Councillor

Colin S. Cantlie (by acclamation)

East Central Region Councillor

*R.Anthony Warner	1394
Eric Z. Nejat	1268
Terry H. Kawar	622

Northern Region Councillor

Anthony A.Cecutti (by acclamation)

Western Region Councillor

*J. David Adams	1643
Joseph H. Gregson	1483

West Central Region Councillor

*George R. Comrie	1917
Danny Chui	1434

***Elected**

Referendum

Yes:	12,047 (81%)
No:	2903 (19%)
Spoiled:	86

Security, privacy pose barriers to e-commerce: Engineering Innovations Forum computer panel

by Alison Piper

Although e-commerce–the remote digital exchange of value–is here to stay, such barriers as lack of security, privacy and infrastructure are hindering its growth. The answer? Better technical solutions. This was the consensus among panelists at the 2000 Engineering Innovations Forum, held at the Ontario Science Centre on March 9 as part of National Engineering Week celebrations.

The event, whose theme was "Life in the Computer Age," covered data security, smart cards, trends in computer hardware development and artificial intelligence. It was hosted by PEO's Toronto chapters and the Ontario Association of Certified Engineering Technicians and Technologists.

Data security expert Gordon Agnew, P.Eng., noted that although over 40 per cent of the 80 million regular internet users shop over the internet, only a small percentage actually make purchases at websites. "Most people prefer to dial an 800 number and make their purchase with a credit card," he told an audience of about 200 PEO members and guests. "Why? The real or perceived lack of security. What we require from e-commerce is confidentiality and privacy. I may not want people to know what I am doing. But almost more important is the ability to authenticate the party I am dealing with. When I visit a website to make a purchase, I want to have some authenticity and trust established."

Agnew, who is professor of electrical and computer engineering at the University of Waterloo, said data security tools that have applications in e-commerce include encryption, decryption and digital signatures, which provide a means of authenticating messages sent electronically. New technology is needed, such as smart cards that incorporate a secure processor into a credit card, he said. But smart cards pose several technical hurdles, including overcoming limited processing power, protecting anonymity and preventing forgery of electronic copies.

Dubbing the smart card as the "ultimate PC," Martyn Cooper, senior manager, smart cards and e-commerce development, Royal Bank Financial Group, touted the benefits to consumers of using smart cards as electronic cash. These include avoiding the risks of handling paper money and keeping an electronic record of debits that can be accessed. "When inserted into a device with a screen and keyboard, the smart card becomes a PC," he said. "Data can be entered, read, written and processed."

"Although over 40 per-cent of internet user's shop over the internet, only a small percentage actually make purchases at websites."

Gordon Agnew, P.Eng.

Cooper noted that although smart card technology has been around for several years, its use in e-commerce applications remains limited because of the cost of setting up the necessary infrastructure at vendor sites, such as card readers. But Cooper expects that in the future, smart cards will catch on, because they will have several applications and be used to make "secure" purchases on the internet.

Burhan Turksen, P.Eng., a University of Toronto professor of mechanical and industrial engineering, who is involved in fuzzy logic research, offered a synopsis of current artificial intelligence research. He stressed that, despite the potential for such applications as the automated control of cars on highways, artificial intelligence applications will likely remain limited for many years to come.

"The problem is, how do we capture what we do as people and put it into machines,?" Turksen explained. "That is what we are struggling with [in research]. When we try to translate knowledge from a linguistic form to numbers, the knowledge gets restricted. As you move from human knowledge to computational formulae, much is lost. Then you have to go back to words to explain what you have."

Greg Gulyas, P.Eng., vice president, system sales, IBM Canada, cited several statistics to illustrate the "explosion in computer power," including 60-100 per cent annual growth in the amount of information that can be stored per square inch of hardware. He noted that today's computers are a far cry from the 50-foot-long Mark 1 mainframe developed by IBM in 1944, which had less power than today's handheld calculators.

"In the future, we will move from using computers to interconnect people, to using computers to interconnect things, through two-way pagers, smart cards, and networked homes and vehicles," he said. "In the next 10 to 15 years, computers will be able to perform the same level of computation as the human brain. We will be able to solve new problems, such as genomic diagnostics [related to genetics]."

In his opening remarks at the event, PEO President-elect Peter DeVita, P.Eng., discussed the need for effective regulation of emerging areas of engineering practice, such as software engineering, and emerging technologies, such as safety critical software, in order to protect public safety. "Engineers have a world renowned accreditation system in Canada," he said. "We have not spent enough time defining the exclusive activities that require these skills. Without such as scope of practice, the public is put at risk." He noted that the problem is compounded by the ever-accelerating rate of technological change.

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IN THIS ISSUE

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CHAPTER CALENDAR

PEO Chapter Calendar lists upcoming chapter meetings and events. Send listings to: Field Operations, PEO, 25 Sheppard Avenue West, Suite 1000, Toronto, ON M2N 6S9. Deadline for the June/July 2000 issue is May 31, 2000.

MAY

May 4

YORK CHAPTER—Public Forum on Water Quality and Conservation, 7:00 p.m., Richmond Hill Central Library.
Contact: Dr. Eric Nejat, P.Eng., (905) 737-0904 or eznejat@total.net

May 4

ETOBICOKE—ISO 9001: 2000, An Overview, Guest Speaker, Robert White, P.Eng., president, BRI International Inc., 6:30 to 8:30 p.m., BRI International Inc., 2570 Matheson Blvd. East, Suite 110, Mississauga.
Contact: Confirm attendance by May 2, 2000 with George Yonemori, P.Eng., at (416) 239-6656.

May 6

BRAMPTON—New Member Licence Certificate Presentation, Brampton Golf Club, Brampton Room.
Contact: Max Morrow, P.Eng., (905) 452-1529 (res.); (905) 465-3392, ext. 244 (bus.).

May 11

TORONTO DUFFERIN AND KINGSWAY—General Meeting. Topic "The Brain Drain." Lambton Golf and Country Club, 100 Scarlett Rd., Toronto. Reception: 6:45 p.m. Meeting: 7:30 p.m.
Contact: Barry Westhead, P.Eng., email: iecl@passport.ca; tel.: (416) 241-7755, ext. 210; fax: (416) 241-9681. Isabelle Boudreau, P.Eng., email: Isabelle.Boudreau@pwc.utc.com; tel.: (905) 564-7500, ext. 7443; fax: (905) 564-3828. Gary Mahony, P.Eng., email: gmahony@imax.com; tel.: (905) 403-6311; fax: (905) 855-2606.

JUNE

June 1

ETOBICOKE—Establishing Your Own Website, 7:30 to 9:30 p.m., The Board of Trade Airport Club, 830 Dixon Road, Etobicoke (north side, between Highways 27 and 427. Enter directly off Dixon Road westbound or off Attwell Drive by Monday's restaurant). Members and guests of any PEO chapter are welcome to attend. Refreshments will be served.
Contact: Please confirm attendance with George Comrie, P.Eng., before May 26, 2000 at (905) 677-6666, ext. 224.

June 21

GUELPH-CAMBRIDGE—2nd Annual Golf Tournament, 12:30 p.m., Merry-Hill Golf Club, R.R. 1 Breslau. Dinner to follow. Registration deadline: June 7, 2000.
Contact: Richard G. Zytner, PhD, P.Eng., (519) 824-4120, ext. 3859 (bus); (519) 837-9434 (res); email: rzytner@uoguelph.ca

Foundation for Education awards top marks to McMaster grad

McMaster University graduate Hatem Zurob, at right, was presented with the 1998/99 Professional Engineers Foundation for Education Gold Medal for Academic Achievement by PEO Councillor Gina Cody, PhD, P.Eng., in an awards ceremony at the university in February. The award is sponsored by the Ontario Professional Engineers Foundation for Education, presented annually to the top engineering students at each of Ontario's 13 engineering schools. Zurob, a materials engineering graduate, is now pursuing graduate work in this area at the university. McMaster computer engineering graduate, Anthony Joch, also received the award, but did not attend the ceremony. A registered charitable organization, the Professional Engineers Foundation for Education also provides scholarships at entry and mid-course levels to outstanding students at accredited Ontario universities.

WEAC NEWS

by Daniela Iliescu, P.Eng.,WEAC member

WEAC annual meeting to feature panel of innovators

E-commerce and innovation in space will headline the upcoming annual meeting, to be held Saturday, April 29, in Toronto.

Speakers at the event will include Chantal Payette, president of Flux, new media developers for North America's corporate and entertainment leaders. Named *Chatelaine* magazine's "Digital Woman of the Year" in 1998 and featured in *Flare* magazine's "Cool Careers" in 1999, Payette has extensive experience as an educator, TV producer and technology reporter.

At the Canadian Space Agency, Rachel Zimmerman is a software analyst for the Mobile Servicing System of Canadian robotics on the International Space Station now under construction. The Montreal-area resident also co-founded the 250-member Association for the Development of Aerospace Medicine at McGill University, as a result of a recommendation to the United Nations at the Space Generation Forum she attended in Austria in July 1999. Through a 1998 internship at a NASA research centre, she initiated a new program to encourage NASA engineers to develop custom assistive technology for disabled people in their communities.

With a PhD in chemical engineering and experience in biomedical research at hospitals here and abroad, Toronto native Barb Shykoff measured astronauts' cardiac output on shuttle flights in June 1991 and October 1993. This June, she starts work at the Naval Experimental Diving Unit in Panama City, Florida, to study blood pressure waveforms in divers.

Register now

The meeting will run from 10 a.m. to 3 p.m. at Roger's Cantel Campus, 1 Mount Pleasant Road. Registration is $25 for adults and $10 for students. To register, please contact PEO's Mona Kopoulos at (416) 224-1100, ext. 323, or mkopoulos@peo.on.ca.

New joint venture to attract women to the profession

There are many complex reasons for the low representation of women in engineering. One that needs further attention is the perceived unfriendly climate for women students, according to Heather Dryburgh, author of the article "Work hard, play hard: Women and professionalization in engineering."[1] An American study identified the major barriers to women's satisfaction and success as inadequate counselling and advising, the engineering curriculum and classroom environment.[2]

PEO, the Natural Sciences and Engineering Research Council (NSERC)/Ontario Chair of Women in Engineering and the Ontario Women's Directorate (OWD) have partnered in a new program to improve the learning climate in Ontario's 13 engineering faculties. The partnership, funded by OWD and slated for a two-year duration, aims to support the development of strategies and trials to improve recruitment, advising and teaching of female engineering students. The ultimate goal is to increase the number of full-time, undergraduate female students entering and staying in engineering and applied science. The three partners involved in the program would like to see 100 per cent retention of women in engineering programs, so that the number of female students who graduate from engineering faculties equal the number who enter them.

Entrance numbers up

Various initiatives have been directed at increasing the entry rate of women in engineering schools. In Ontario, this rate has shown a steady increase from 12.3 per cent of first-year enrolments in 1985, to 21.4 per cent in 1998, with some faculties as high as 55 per cent. The percentage of females who apply to enter the profession through licensing by PEO increased from 2.1 per cent of applicants in 1990, to 5.5 per cent in 1998.

Groups such as the Women in Engineering Advisory Committee (WEAC) and the Council of Ontario Deans of Engineering (CODE) are concerned that enrolments of women in engineering education programs have not increased as quickly as in other professional programs. Grants and recognition honours from PEO, the Canadian Coalition of Women in Engineering, Science and Technology and the Canadian Engineering Memorial Foundation encourage this constructive competitiveness.

As the funding partner in this latest venture, OWD will manage the project and report on its status. PEO will facilitate delivery of the project through WEAC and staff and Council support, while the NSERC/Ontario Chair will provide links and recommendations on program content.

Together, these three partners (see box at left), and others as they are identified, will form a small steering committee to provide decision-making support to the working team. In addition, the working team will identify an advisory group made up of interested parties, who will offer input to the process and content as the project evolves.

References

1. *Adapting to the Culture, Gender and Society*, v. 13, no. 5, October 1999, pp. 664-682.

2. Anderson, Vivian. "Identifying Special Advising Needs of Women Engineering Students," *The Journal of College Student Development* (July/August1995) at http://www.onlineethics.org.

Partners for better education

Project partners to improve the learning climate for female engineering students include:

- PEO, which is committed to supporting, encouraging and recognizing the full participation of women in engineering.
- The Natural Sciences and Engineering Research Council/Ontario Chair for Women in Science and Engineering, which was established at the University of Ottawa and Carlton University in 1997 to encourage participation of women in science and engineering. The chair also acts as a role model and contact person for women in these fields.
- The Ontario Women's Directorate (OWD), which aims to advance women's economic independence through employment, self-employment and work in the skilled trades. The OWD will provide young women with information on career opportunities, including those requiring a foundation in math, science and technology–with the aim of increasing the number of full-time, undergraduate female students enrolled in engineering and applied science by 1 per cent in the 2003-2004 academic year.

NEW 2000 gets off to a flying start

Minister Jim Wilson, contest winners featured at launch

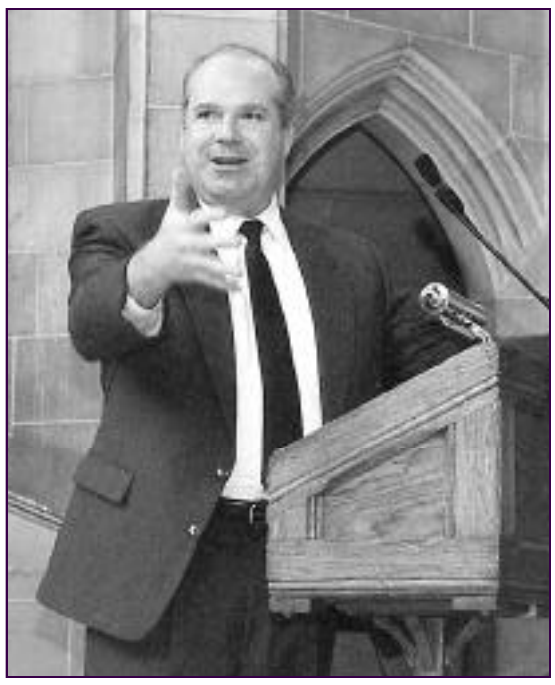
by Alison Piper

Ontario's National Engineering Week (NEW) kicked off with greetings from Jim Wilson, Ontario minister of energy, science and technology, a photo session for the 10 Engineer for a Day contest winners and their P.Eng. hosts, and an announcement of the high school winners of the Ontario Engineering Competition–all at the University of Toronto's Hart House on March 3. On behalf of the Ontario government, Wilson also presented to PEO President Patrick Quinn, P.Eng., a $45,000 cheque for the Engineer-in-Residence (EIR) program, to be used to develop educational resource material.

"National Engineering Week, and the competitions we are recognizing this afternoon, are vitally important because the work of engineers needs and deserves to be celebrated," Jim Wilson told an enthusiastic crowd, noting that, in the past, opening celebrations for such great structural engineering achievements as the St. Lawrence Seaway and Golden Gate Bridge dazzled the public and brought huge crowds.

"I believe we have collectively forgotten what we knew in the past: that engineering and science are our best hope for a better future," he said. "Somehow, we take stunning technology advances for granted–very few now bother to watch the launch of a space shuttle on TV and recognize and applaud the daily achievements of engineering and science." But he noted that, with an expanded National Engineering Week aimed at raising the profile of engineering across Ontario, "I'm happy to say things are looking up."

PEO President Patrick Quinn, P.Eng., brought greetings from the association and congratulated the winners of the high school portion of the Ontario Engineering Competition. "We wish all of you the very best in your future activities and hope you will be inspired to continue in the fields of science, engineering and technology, where many are needed," he said. "Engineering as a job is great fun. There is something immensely satisfying in contributing to solving the problems that allow us to build better products and to see the results of our efforts providing added value for our society."



Ontario Minister of Energy, Science and Technology Jim Wilson kicks off Ontario celebrations of National Engineering Week on March 3 at the University of Toronto's Hart House.

NEW 2000 celebrations were held across Canada from March 4 to 12.

This year's Ontario celebrations featured "Fessie and the Kid," a live multimedia show hosted by *TVO Kids*, which ran March 4 at Science North in Sudbury, the Ontario Science Centre in Toronto and the National Museum of Science and Technology in Ottawa, as well as being broadcast on the web. The show was one facet of a three-year campaign called "Engineers are Everyday Heroes."

TVO Kids also sponsored a "Be an Engineering Hero: Design a Home for Tumbleweed" contest, which involved designing a new home for the show's resident hamster. The first-prize winner received Hewlett Packard personal computers for both home and school. Over 4000 entries were received, making it the most successful *TVO Kids* contest yet.

In March, TV Ontario aired three-minute vignettes on everyday engineering applications and the "heroes" behind them, which combined with promotional spots for the Tumbleweed contest, generated 3,564,000 media impressions (average number of people over 2 years of age who watched during each minute time block).

Along with Fessie and the Kid, the Ontario Science Centre hosted robot hockey games, engineering activities for parents and kids and the annual Engineering Innovations Forum (see p. 1 for coverage of the forum).

The Engineering in the Classroom program saw engineers, technicians, technologists and engineering students visit schools across the province to inspire young people with the excitement of math and science.

TVO Kids host Julie 2 drew about 350 enthusiastic fans to the Ontario Science Centre March 4 for National Engineering Week's premiere of "Fessie and the Kid"—a multimedia show about a young boy's internet journey to meet engineers and scientists of the past, present and future—simultaneously staged at Ottawa's National Museum of Science and Technology and Science North in Sudbury. Visitors also logged onto the show's web cast on www.heroes.peo.on.ca. A complimentary series of video shorts, called "Engineers are Everyday Heroes," will be downloaded as curriculum support material by TVO through "The Learning Zone," an airing block of time that enables Ontario educators to videotape copyright-cleared programs for use in school. The 20-minute video segment of the "Fessie and the Kid" show will also be downloaded through "The Learning Zone."

Engineering Star Trek technology: A "cyborg"engineering student from the University of Toronto shows off virtual reality eyewear to two audience members in the show-and-tell session after "Fessie and the Kid." The cybernetic lens is linked to the internet, allowing users to go about their day-to-day activities, while simultaneously surfing the web and reading email. For the demonstration,the internet images were displayed on a projector screen.

INCOUNCIL

(Continued on p. 4.)

Making Progress

Implementation of ACDE Task Force recommendations

In December 1999, Council passed 66 of the 68 recommendations in the Report of the Task Force on Admissions, Complaints, Discipline and Enforcement (ACDE). Of these, 35 require administrative changes, 18 require policy changes and 13 require amendments to the Professional Engineers Act and Regulation 941.As reported to Council on March 24 in the Registrar's report,plans are in place for implementing the majority of those recommendations that require no legislative change, and many of the less complex recommendations have been implemented.

Agreement has been reached with the Ministry of the Attorney General that the recommendations requiring non-controversial legislative change will be fast-tracked using the Red Tape Bill approach. The admissions appeals process that some of these changes will enable has been drafted.

Admissions

Improvements to PEO's admissions process as a result of approved ACDE Task Force recommendations include:

- changes to the Professional Practice Exam (PPE) process, so that candidates who fail one part of the two-part exam are required to rewrite only the part they failed (either professional practice and ethics or law), rather than the entire exam as had been the practice;
- enhanced communications with community groups that assist foreign-trained engineers to complete the licensing/admissions process;
- the ability for confirmatory exam candidates to register in PEO's Engineer-in-Training Program;
- orientation sessions for new members of the Experience Requirements Committee (ERC);
- institution of a more standardized ERC interview format to promote consistency;
- elimination of any unnecessary steps in the assessment processes used by the Academic and Experience Requirements committees. The ARC and ERC are responsible for reviewing the education and experience of graduates of educational programs not accredited by the Canadian Engineering Accreditation Board to determine whether these applicants' qualifications meet licensing requirements; and
- introduction of enhancements to the overall licensing process. For example, quality assurance checks are now emphasized to ensure consistency in the licensing process and more standardized assessment procedures are now followed to reduce subjectivity as much as possible.

Complaints, discipline and enforcement

Changes in the areas of complaints, discipline and enforcement resulting from ACDE recommendations include:

- continuing legal training for members of the Complaints and Discipline committees;
- continuing availability of independent legal counsel to Discipline Committee members participating in discipline hearings;
- researching alternative dispute resolution providers and related training,so that procedures can be developed for using alternative dispute resolution to resolve complaints made to PEO about the conduct of members, where appropriate;
- increased participation by Complaints Committee members in the investigation of complaints before they are formally filed with the Registrar. Investigation files are now reviewed by the Complaints Committee before being filed with the Registrar, to enable the committee to provide feedback on each case and the scope of required investigations; and
- continuing correspondence regarding the correct use of engineering titles. Recently, the Ford Motor Company of Canada Limited confirmed that, throughout its Canadian operations, it has ceased titling employees as "engineers" unless they are licensed by PEO.

The Registrar will continue to update Council regularly on implementation of the ACDE recommendations. Watch for further news in future issues of Engineering Dimensions, The Link, and on PEO's website.

IN COUNCIL

Council passes 2000 capital budget, decides next steps for OSPE

MARCH 24, 2000 MEETING

by Alison Piper

In the February referendum on advocacy, members voted overwhelming in support of creation of the Ontario Society of Professional Engineers (OSPE) and a $30 increase in PEO's licensing fee (to be phased in over two years) to help support the new organization (see p. 1 for results of advocacy referendum). Plans are in the works to have OSPE up and running with a small staff by the end of this year.

Initial steps include setting up a joint interim board comprising two appointees from PEO, two from the Canadian Society for Professional Engineers (CSPE), and a fifth member to be chosen jointly by the PEO and CSPE appointees, which will govern OSPE until an election is held to elect the new organization's first General Assembly later this year.

At the March 24 meeting, Council passed a motion to appoint PEO Councillors Robert Goodings, P.Eng., who chaired the Joint Advocacy Implementation Committee (JAIC), and Max Perera, P.Eng., as PEO's appointees. CSPE has appointed Jeremy Cook, P.Eng., and Stewart Crampton, P.Eng., who are both members of CSPE's board.

Council also appointed the team that will negotiate on PEO's behalf with the OSPE interim board on issues related to the transfer of member services and funding from PEO to OSPE. Negotiations are expected to lead to a legal agreement between PEO and OSPE and an implementation plan for the staged transfer of member services. PEO's negotiators are 1999-2000 President Patrick Quinn, P.Eng., 2000-2001 President Peter DeVita, P.Eng., 2001-2002 President Gordon Sterling, P.Eng., and CEO and Registrar Roger Barker, P.Eng.

Following the Council meeting, Todd Springer, P.Eng., senior structural engineer and associate, DS-Lea Associates Ltd., was appointed to OSPE's interim board by the other four members. Springer has been an advisor to the JAIC.

2000 capital budget approved

Council approved a year 2000 capital budget for the association of $617,000. The capital budget includes funding for the first phase of the membership database replacement project and new computer equipment.

Human rights policy approved

First presented for Council's approval in February, the draft *Guideline on Human Rights in Professional Practice* resulted in lengthy debate at Council's February and March meetings. Based on the Ontario Human Rights Code and current Ontario case law, the guideline was prepared by a subcommittee comprising representatives of the Professional Practice, Women in Engineering Advisory and Complaints committees and reviewed by external legal counsel.

At its February meeting, Council received the draft guideline. Although supportive of its intent–to encourage members to create workplaces free of harassment and discrimination–Councillors felt the guideline required further editing for clarity. For example, they felt it should be clearly stated that the guideline does not deal with all human rights issues that may arise in professional engineering practices. Accordingly, Council directed the subcommittee to revise the guideline and bring it forward again for approval.

At the March 24 meeting, several Councillors continued to express concerns about the revised guideline. Pointing out a seeming inconsistency, Councillor Roydon Fraser, P.Eng., noted that the guideline "says engineers are 'strongly encouraged' to investigate incidences of harassment or discrimination. But engineers who are supervisors must investigate these complaints by law. The wording is not wrong, but also not entirely correct." Several Councillors suggested that PEO seek input from members before finalizing the guideline by publishing it first in draft form.

David Stinson, P.Eng., chair of the subcommittee that developed the guideline, said the development process for the guideline had already been lengthy, including three legal reviews. He also noted that since case law in the areas of discrimination and harassment is constantly changing, the guideline would require regular updating in any case. Councillor Tony Cecutti, P.Eng., pointed out that Regulation 941 is soon to be amended to include harassment in the definition of professional misconduct, and that PEO should have a guideline in place to assist members in understanding their human rights responsibilities.

Following discussion, Council passed motions to:

- adopt as PEO policy the guideline's policy statement, which states: "All members of PEO have a professional responsibility to respect the human rights of others and to: be proactive in understanding human rights issues, be familiar with applicable legislation, take action where appropriate to protect human rights, and be vigilant against discrimination and harassment";
- accept the guideline as presented, directing the Registrar to assume responsibility for revising it as appropriate, in line with the approved policy statement, and publishing it; and
- thank committee members for their continued efforts in preparing the guideline.

Moving ahead with changes to the Act

Non-controversial amendments to the Professional Engineers Act and Regulation 941 could be passed as early as this spring. Council approved a list of proposed changes to the Act and Regulation identified by the Changes to the Act Task Force (CTTA) and directed staff, under the guidance of the CTTA, to prepare a submission to the Attorney General requesting that he facilitate the changes through the Red Tape Commission. The legislative amendments would enable implementation of the recommendations of the Task Force on Admissions, Complaints, Discipline and Enforcement and other non-controversial changes resulting from past Council motions. The CTTA aims to have the changes included in the government's spring Red Tape Bill.

Passage of non-controversial changes through the Red Tape process is the first phase of the CTTA plan approved by Council in February. The second phase will encompass review of proposed substantive changes. (Continued on p. 3.)