

a requirement that he complete remediation, and that the panel's Decisions and Reasons be published. The suspension, reprimand and publication provisions of the penalty sought by PEO satisfy the purposes of general and specific deterrence. Dr. Ikpong and the engineering profession must understand that interactions among engineers must always be professional and co-operative, particularly where safety concerns are at issue. The requirement that Dr. Ikpong successfully complete the Professional Practice Examination satisfies the goals of rehabilitation and protection of the public. Dr. Ikpong must learn how to engage professionally and co-operatively with engineering peers. By doing so, he will be better equipped to satisfy his professional responsibilities as an engineer. These penalty provisions taken together serve the purpose of upholding the reputation of the profession as they send a message to the public that the engineering profession does not tolerate unprofessional and harassing conduct, and that it seeks to deter professional engineers from behaving this way.

#### **PENALTY DECISION**

The panel makes the following order as to penalty:

- a. The member shall be reprimanded pursuant to section 28(4)(f) of the PEA, and the fact of the reprimand shall be recorded on the PEO register permanently.
- b. The member's licence shall be suspended for four months pursuant to section 28(4)(b) of the PEA, commencing on the date of this Decision and Reasons on Penalty.

- c. Pursuant to section 28(4)(d) of the PEA, it shall be a term or condition of the member's licence that he shall, within eighteen months of the date of this Decision and Reasons on Penalty, successfully complete PEO's Professional Practice Examination and provide evidence of his successful completion to PEO.
- d. The Decisions and Reasons on the merits and s official publication pursuant to section 28(5) of the PEA.

Henry Tang, P.Eng., signed this Decision and Reasons for the decision as chair of this discipline panel and on behalf of the members of the discipline panel: Stella Ball, LLB, Paul Ballantyne, P.Eng., Tim Kirkby, P.Eng., and Patrick Quinn, P.Eng.

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#### **NOTICE OF LICENCE SUSPENSION, DR. ANTHONY IKPONG, P.ENG.**

On February 27, 2018, the Discipline Committee ordered that Dr. Anthony Ikpong's professional engineering licence be suspended for a period of four months. Dr. Ikpong's appeal from this order was dismissed by the Divisional Court, and the Court of Appeal dismissed his motion for leave to appeal to that court on October 3, 2019. The suspension ordered by the Discipline Committee was implemented upon the dismissal of the motion for leave to appeal, namely, on October 4, 2019.