



**Professional Engineers**  
Ontario

# Module 1:

# Understanding PEO & Self-Regulation

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**Professional Engineers**  
**Ontario Orientation Course**

**September 2025**

# Welcome!



We hope you find this Professional Engineers Ontario (PEO) Orientation Course helpful. The aim of this program is to provide a high-level overview of PEO, including the role of its Council.

The PEO Orientation Course is divided **into three modules**. The first module describes the regulatory role of PEO, as well as the legislative framework that defines it. The second module gives an overview of PEO's Council, including how PEO Council works with the CEO/Registrar to deliver on the organization's mandate. The third module zooms in on the role of Councillor and the responsibilities of those who sit on Council.

Links to useful webpages and resources are provided.

It should take you approximately **one hour** to complete, but there is no timeline – please take as much time as you need. Prospective candidates for election to PEO Council must complete the course by **December 31, 2025**.

Upon completion of the third module, **prospective candidates for election to PEO Council** will be asked to click on a link and submit a form to confirm they have completed the course.

# Land Acknowledgement

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We respectfully acknowledge that we are on the traditional territory of the Huron-Wendat, the Seneca, the Mississaugas of the Credit, the Anishnabeg, the Haudenosaunee, and is now home to many diverse First Nations, Inuit, and Métis Peoples.



# Learning Objectives

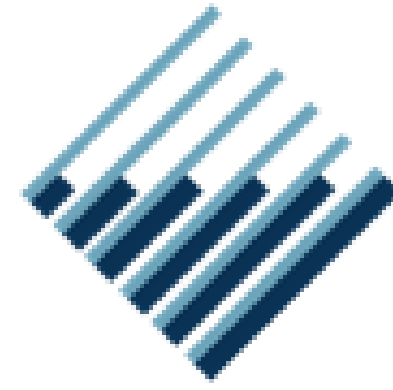
**Upon completion of this module, you should have an understanding of:**

- The purpose, history, and statutory authority of Professional Engineers Ontario (PEO).
- The principles of professional self-regulation.
- The legislative framework that governs PEO's governance and operations, including key documents such as the *Professional Engineers Act*.
- PEO's mandate, core regulatory functions, and the values that guide its work.
- PEO's 2026–2030 Strategic Plan and its key pillars of Effective and Relevant Regulation, Governance Advancement, and Organizational Excellence.
- PEO's commitments in the Anti-Racism and Equity Code.



LET'S BEGIN!

# What is PEO?



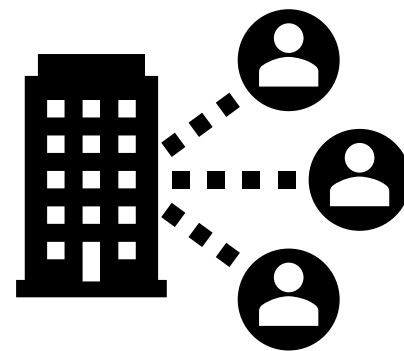
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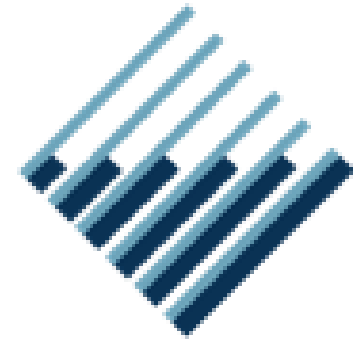
- Professional engineering is a self-regulated profession in Ontario.
- Established in 1922, PEO is the licensing and regulatory body for professional engineering in Ontario.
- Created by the *Professional Engineers Act* (the Act), PEO exists to regulate the practice of professional engineering and govern licence, limited licence, temporary licence, and certificate of authorization holders so that the public interest may be served and protected.

# What is Self-Regulation?

- The self-regulation model involves the government delegating authority to a profession to effectively regulate the practice of that profession in the public interest. It recognizes that the profession has specialized expertise which enables it to most effectively determine its own regulatory standards and practices that serve and protect the public interest.
- To effectively self-regulate, professions must ensure their regulatory bodies prioritize the public interest over professional interests.

- Self-regulation involves an agreement between society and the profession:
  - Title, status, and exclusive right to practise are granted in exchange for the profession regulating its own members in the public interest, including by ensuring that only those qualified to practise enter the profession, as well as setting and enforcing standards of conduct, competence, and ethics.
- As a self-regulating body, PEO is funded by the profession, primarily through licensing fees.





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Unlike a union or trade association, whose role is to advocate on behalf of the interests of their members, the purpose of self-regulating professions is to **serve and protect the public interest.**

# Legislative Framework

- In overseeing PEO's activities and carrying out its public interest mandate, Council must ensure that PEO (including its Council) abides by relevant statutes, regulations, by-laws and policies.
- Subject to the *Canadian Charter of Rights and Freedoms*, the *Ontario Human Rights Code*, and other legislation such as the *Fair Access to Regulated Professions and Compulsory Trades Act*, the Act is the highest authority governing PEO.
- The Act establishes PEO and grants its authority as the regulatory body for professional engineering in Ontario. The Act establishes a framework for the regulation of engineering professionals and an open and accountable system of self-governance.

# Legislative Framework

- Under the Act, PEO is a corporation without share capital. Council is the governing body and board of directors of PEO, responsible for managing and administering its affairs. Council is required by the Act to appoint a Registrar (the CEO/Registrar) who is responsible for the administration of PEO and reports to Council.
- PEO's operations are carried out by professional staff led by the CEO/Registrar who is directed by, and accountable to, Council.

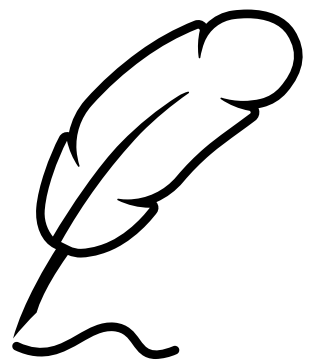


# Legislative Framework

- The Act also defines the scope of practice for engineering and permits only those licensed by PEO to assume responsibility for engineering work in Ontario.
- Under the Act, registration with PEO allows access to a “restricted title.” This means that only those registered with PEO can call themselves “engineer” or “professional engineer” or hold themselves out as someone who is qualified to practise engineering.

# Legislative Framework

- Additional legislation exists under the Act called regulations. These also contribute to the regulation of the engineering profession. Those regulations are Regulation 941 (General) and Regulation 260/08 (Performance Standards).
- The powers, responsibilities and duties of PEO and its Council are described in the Act, as well as in regulations and PEO's by-laws. PEO must exercise its authority and carry out its work within the mandate set by the legislation.



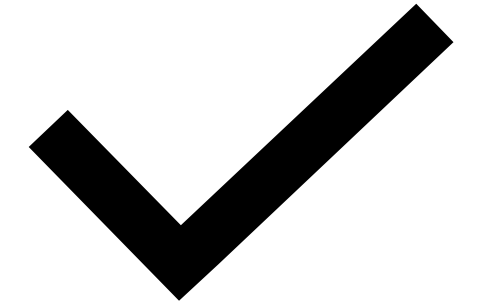
# Legislative Framework

- PEO's regulations are made by Council, subject to the approval of the Ministry of the Attorney General.
- Regulations are laws that are enforceable.
- PEO's by-laws are made by Council. These by-laws are not legislative enactments, but internal rules that govern how PEO operates.
- PEO's governance documents include the Act, Regulations, By-Laws, policies, and the Governance Manual.

# PEO's Mandate

- Under the Act, PEO's primary object (i.e. its mandate) is to regulate the practice of professional engineering and to govern holders of licences and certificates of authorization so that the public interest may be served and protected.
- Additional statutory objects include:
  - Establishing standards of knowledge, skill, qualification, practice, and professional ethics.
  - Promoting public awareness of the role of PEO.

# PEO's Core Functions



- Core functions of PEO include:
  - Licensing qualified individuals;
  - Investigating complaints;
  - Disciplining holders of licences and/or certificates of authorization found guilty of professional misconduct or incompetence;
  - Enforcing use of title and right to practice; and
  - Developing regulatory standards.

# PEO's Core Values

- PEO's core values are intended to inform the behaviour of holders of licences and certificates of authorization, Councillors, staff, committee members and volunteers in their everyday activities and interactions.
- PEO's core values are:
  - Accountability
  - Respect
  - Integrity
  - Professionalism
  - Teamwork
- Transparency is an additional value that is core to PEO's governance and operations.



# Strategic Plan

- As the board of PEO, one of Council's key responsibilities is to develop a strategic plan for PEO.
- A strategic plan is an organization's roadmap and defines its direction and priorities in alignment with its mandate.
- In 2025, Council adopted a new Strategic Plan for 2026-2030.



# The Strategic Plan's pillars and goals for 2026-2030:

- **Effective and relevant regulation**

*Model excellence in regulating the practice of professional engineering and governing the engineering profession in order that the public interest may be served and protected.*

- **Governance advancement**

*Enhance governance structures to champion effective leadership and decision-making to deliver on PEO's statutory mandate.*

- **Organizational excellence**

*Nurture a high-performing organization through its people, processes, and systems.*

# Anti-Racism and Equity Code

- In April 2022, Council adopted the Anti-Racism & Equity (ARE) Code to codify its commitments to advance fairness, human rights, and public interest obligations.
- The ARE Code consists of eight principles and related commentary, serving as a foundation and framework to inform PEO's strategies and actions.
- Council is responsible for ensuring that PEO's strategies, decisions, and operations align with the principles of the ARE Code.

# The eight principles of the ARE Code are:

- **Measurement**

- For purposes consistent with the *Human Rights Code*, PEO commits to gathering and publicly reporting disaggregated race-based data.

- **Regulatory processes**

- PEO commits to continuous improvements in all its regulatory processes to foster inclusivity and achieve equity.

- **Professional obligations**

- PEO commits to reforming rules to reinforce the professional obligations of all licence holders to uphold human rights laws.

- **Training and influence**

- PEO commits to embedding a human rights culture throughout its organization and its functions.

# The eight principles of the ARE Code are:

- **Leadership and sponsorship**
- PEO commits to continuous improvements and adequate resourcing that promote equity and foster inclusivity across all leadership endeavours.
  
- **Stakeholder engagement | Talent pipeline**
- PEO commits to appropriately engaging with stakeholders, including equity-seeking populations. Engagement will include exploring barriers preventing equitable entry into the profession.
  
- **Safeguards | accountability**
- PEO commits to embedding measures that directly address racism and discrimination complaints and accountability.
  
- **Equitable organization**
- PEO commits to leading by example and ensuring equitable hiring and representation.



# Congratulations!

## You completed Module 1.

Please continue to Module 2.

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