

IN THE MATTER OF an allegation made against Dr. Brent Thistle pursuant to Section 42(1) of the *Medical Act, 2011*, SNL 2011 c. M-4.02.

ALTERNATIVE DISPUTE RESOLUTION SETTLEMENT AGREEMENT

Dr. Brent Thistle is a medical practitioner licensed pursuant to the *Medical Act, 2011* to practice family medicine.

On July 20, 2018, the Registrar of the College filed an allegation against Dr. Thistle in relation to allegations of harassment which were investigated by the Western Regional Health Authority and determined to have met the organization's definition of harassment.

Following an investigation of the allegation, the Complaints Authorization Committee of the College referred the allegation back to the Registrar for Alternative Dispute Resolution in accordance with s. 44(1)(a) of the *Medical Act, 2011*.

Dr. Thistle admitted that he engaged in unwelcome physical contact, unwelcome remarks of a sexual nature and unwelcome invitations to socialize with a medical resident. Dr. Thistle also admitted that engaged in unwelcome physical contact and/or unwelcome remarks of a sexual nature with a medical resident and twelve other health care colleagues.

Dr. Thistle acknowledged that his behavior constituted professional misconduct. In particular he acknowledged that his behavior was in violation of:

The College's Standard of Practice: Professional Responsibilities in Medical Education; and

The College's By-Law 5: Code of Ethics, s. 5(d): *Persistent or egregious conduct towards professional colleagues which is contrary to the CMA Code.*

Dr. Thistle and the College agreed to the following disposition of this allegation:

- 1) Dr. Thistle was reprimanded for his admitted professional misconduct.
- 2) Dr. Thistle's licence to practise medicine will be suspended for a period of two months.

- 3) Dr. Thistle must successfully complete, at his cost, the PROBE Ethics & Boundaries Course (or similar course as approved by the Registrar).
- 4) This summary will be posted on the College website.