

Hearing Tribunal Decision – August 4, 2023

Kelsey Calon sent an email to a high-ranking person in Alberta Health Services using her workplace email account. The email contained middle finger emojis which reflect a rude and obscene gesture of contempt. The gesture is directed at the high-ranking person in Alberta Health Services and it is clear that Kelsey Calon was directing an offensive message at the high-ranking person in Alberta Health Services. In addition, Kelsey Calon accused the high-ranking person in Alberta Health Services of lying and sinning and implied that the high-ranking person in Alberta Health Services would be overthrown, dead, or looked back at by history as being a tyrant, like Hitler and Stalin. Kelsey Calon also used offensive language to describe the emails being sent to her.

This type of offensive and rude communication falls below what is expected of a member of the profession. As set out in the College's Standards of Practice, all members must assume personal responsibility for their professional decisions and the impact of those decisions on the quality of their practice. This includes displaying professional behavior and sound judgment that is appropriate to the situation. Kelsey Calon's use of emojis representing a rude and obscene gesture of contempt, along with the offensive message, is not professional behavior or sound judgment.

In addition, the College's Code of Ethics requires all members to display integrity and respect in all professional interactions and to adhere to professionalism in all forms of communication. The email sent by Kelsey Calon is disrespectful and unprofessional in light of its offensive message.

Kelsey Calon's conduct also harms the integrity of the regulated profession as members of the public expect a member of a regulated profession to be professional and to communicate in an appropriate manner, particularly when they are using their workplace emails. Kelsey Calon's conduct was unprofessional and objectionable and derogated from the high standards of conduct essential to the reputation of her profession.

Kelsey Calon's conduct represented a serious breach of the recognized and accepted standards of practice and code of ethics for the medical laboratory technology profession in the Province of Alberta.

Kelsey Calon has admitted her unprofessional conduct, all of which demonstrates acceptance of responsibility for her actions. Kelsey Calon was formally reprimanded for her unprofessional conduct and her registration was canceled effective the date of the consent hearing.