



Case Summary: 2022-13

Sanction Consent Agreement Implementation Date: October 12, 2022

General Summary:

File Opened: February 3, 2022

This file was opened on behalf of the AIC as an issue arising in order to investigate conduct that may be deserving of a Sanction that may otherwise not have been submitted to the Institute.

The Member sent a response to an AIC communiqué related to a voluntary survey about Equity, Diversity and Inclusion issues in the appraisal industry in a direct email to AIC staff and also posted on the AIC Forum.

This response employed language that was both unprofessional and inappropriate.

Complainant Allegations:

The Member behaved in an unprofessional manner that prejudiced their professional status, the reputation of the Institute, and the appraisal profession.

Issues Arising from the Complaint Review:

None

Sanction Consent Agreement Terms

Agreed Breaches of CUSPAP 2022:

Ethics Standard Rule 4.2.1: It is unethical for a Member to knowingly fail to comply with Bylaws, Regulations, Standards and the Professional Liability Insurance Program of the Institute.

Ethics Standard Rule 4.2.2: It is unethical for a Member to knowingly engage in conduct that would prejudice his/her professional status, the reputation of the Institute, the appraisal profession, or any other Member.

Agreed Discipline:

1. **Section 5.35.1: Reprimand:** entered into the Institute's National Professional Practice Record for a period of five (5) years.

2. **Section 5.35.2: Education:** CCDI Webinar: Diversity, Equity and Inclusion to be completed successfully at the Member's expense within 30 days of the date of implementation of the Sanction Consent Agreement.
3. **Section 5.35.2: Education:** Professional Practice Seminar completed within three (3) months if taking online or six (6) months if taking in person, of the date of implementation of the Sanction Consent Agreement.

Costs (Section 5.38):

No costs were sought.