



— COLLEGE OF —
CHIROPRACTORS
— OF ALBERTA —

Complaint Resolution Agreement Admission and Orders of:

Dr. G.J. Bourdon

On:

August 4, 2026

Posting expiration date:

August 4, 2027

COMPLAINT RESOLUTION AGREEMENT

Dated this 4 day of Aug. 2026 (the "Effective Date")

Pursuant to section 55(2)(a.1) of the *Health Professions Act*

BETWEEN

Dr. G.J Bourdon ("Dr. Bourdon")

---and---

Ms. Linda Sahli, Complaints Director for the College of Chiropractors of Alberta
(the "Complaints Director")

BACKGROUND MATTERS

- A. The College of Chiropractors of Alberta or CCOA (the "College") is the regulatory body for the profession of chiropractic pursuant to the *Health Professions Act*, R.S.A. 2000, c. H-7 ("HPA"). The parties agree that for the purposes of this agreement, the term "College" shall include the College of Chiropractors of Alberta and all predecessor colleges under prior applicable legislation.
- B. On or about January 12, 2025, the Complaints Director received information from the Registrar concerning the conduct of Dr. Bourdon, specifically that he had not complied with CCOA's requirement for all regulated chiropractors to provide an updated criminal record check to CCOA. The Registrar provided four previous communications from the College to Dr. Bourdon regarding this requirement that spanned from April 17, 2025 to November 19, 2025. The Registrar also provided a copy of Dr. Bourdon's 2025 renewal declarations in which Dr. Bourdon declared that he was aware of the requirement and would fulfill the requirement to provide an updated criminal record check to CCOA by October 31, 2025, as a condition of the renewal of their practice permit for the 2025-26 practice year.
- C. Dr. Bourdon did not fulfill his commitment to CCOA, despite:
 - a. his declaration on renewal that he was aware of the requirement and that he would provide his criminal record check to CCOA on or before October 31, 2025 as a condition of obtaining a practice permit,
 - b. four reminders and communications about the requirement sent to him,
 - c. the information being posted on the regulated member's homepage between August and October 30, 2025 and included in the November 2025 Public Interest Alignment newsletter,
 - d. an extension granted to December 19, 2025, with notification that continued failure to provide the criminal record check may result in a referral to the Complaints Director.
- D. The Complaints Director treated the information as a complaint and initiated a complaint pursuant to s. 56 of the HPA.
- E. On February 3, 2026, the Complaints Director notified Dr. Bourdon of the Complaint and requested a response. Dr. Bourdon responded by admitting that he had not provided the criminal record check as

required and would take accountability for his unprofessional conduct. Dr. Bourdon submitted his criminal record check, and his criminal record check result was received on February 27, 2026.

- F. The Complaints Director believes that there is sufficient evidence of unprofessional conduct, and under the authority of s. 55(2)(a.1) of the HPA, the Complaints Director has proposed a Complaint Resolution Agreement (the "CRA") to Dr. Bourdon in an attempt to resolve the Complaint. Dr. Bourdon provided consent to proceed in this manner.

Dr. Bourdon's conduct, as described above, could be considered conduct that harms the integrity of the profession and could be considered violations of the following parts of the College's Code of Ethics:

CCOA Code of Ethics

Article C1: Support of Self-regulation of the Profession

Article C2: Co-operation with the CCOA

COMPLAINT RESOLUTION AGREEMENT

IN CONSIDERATION OF the terms and conditions set out herein, the Complaints Director and Dr. Bourdon hereby agree, and Dr. Bourdon hereby acknowledges that:

1. At all times concerning the conduct in question, Dr. Bourdon was a regulated member of the College.
2. Dr. Bourdon did not comply with the conditions of obtaining his practice permit despite his declaration that he would and despite multiple correspondences from the College reminding him to fulfill the conditions he agreed to in order to obtain his 2025-26 practice permit.
3. Dr. Bourdon acknowledges that the issuance of a practice permit is one of a regulator's core public protection functions, and disregarding or trivializing the conditions of obtaining a permit demonstrates a lack of appreciation for the privilege of practicing chiropractic and the importance of governability in protecting the public interest.

IN CONSIDERATION OF the above, the Complaints Director and Dr. Bourdon agree to the following terms:

Dr. Bourdon has the choice to complete one of the two learning activities outlined in Option 1 and 2, as follows:

Option 1

- a. Within three (3) months of the effective date of the Agreement, Dr. Bourdon will complete the following online course and will provide a certificate of successful completion to the Complaints Director:
 - i. "Professionalism and Ethics for Healthcare Professionals" offered through NAIT: IPHE 201 Professionalism and Ethics for Healthcare Professionals | NAIT Corporate & Continuing Education

Course summary: Health professionals regulated by governing bodies must ensure they meet the practice standards and ethical codes of their profession. With the skills you gain in this course, you will be able to discuss interpersonal professionalism, professional accountability, patient-centered care, cultural competence, and ethical conduct.

Dr. Bourdon is responsible for all costs associated with completing the Course and it shall not towards their College Continuing Competency Program requirements.

Option 2

b. Within 30 days of the effective date of the Agreement, Dr. Bourdon will complete a self-directed reflection of 1200 words. The reflection must demonstrate:

- i. An understanding of what it means for a regulated health professional to be professionally accountable.
- ii. An understanding of his responsibilities as a regulated health professional to his regulator and specify what those responsibilities are.
- iii. An understanding and identification of the legislation and documents of the chiropractic profession that he is held accountable to relating to professional conduct.
- iv. An understanding and identification of how his conduct and his action or lack of action resulted in noncompliance with the conditions of obtaining his practice permit and what he has implemented or will implement to ensure College communications are received, reviewed, and actioned in a timely manner going forward.

The use of artificial intelligence (AI) is not permitted to create or in any way contribute to your self-directed reflection.

The self-directed reflection must be emailed to the Complaints Director at complaintsdirector@thecco.ca for review and approval in meeting the above requirements.

- c. Dr. Bourdon will pay a total fine of \$1000. This will be payable in full within 6 months of the effective date of the Agreement.
- d. A copy of the Agreement with Dr. Bourdon's name will be published on the College's website for one (1) year.
- e. Dr. Bourdon agrees and acknowledges that in the event he fails to comply with any term of their Agreement, the College may initiate a new complaint under s. 56 of the HPA.
- f. Upon Dr. Bourdon's and the Complaints Director's mutual execution of this Agreement, College File 26-12 will be closed by resolution with consent as per subsection 55(2)(a.1) of the HPA.

I, Dr. Bourdon have had the opportunity to seek legal advice from a lawyer in relation to this matter and hereby acknowledge that I voluntarily enter into this CRA with the Complaints Director.

August 4/2026
Date

August 4, 2026

Date

G.J. Bourdon DC
Dr. G.J. Bourdon

L. Sahli

Linda Sahli, Complaints Director
College of Chiropractors of Alberta