



ENGINEERS &
GEOSCIENTISTS
BRITISH COLUMBIA

IN THE MATTER OF THE *PROFESSIONAL GOVERNANCE ACT*, S.B.C. 2018, c. 47

AND

IN THE MATTER OF STANKO PALEKSIC, P.ENG. (LICENCE #: 37714)

ENGINEERS AND GEOSCIENTISTS BC FILE NO. T24-006

REPRIMAND OR REMEDIAL ACTION BY CONSENT

Background

1. On October 18, 2022, the Association of Professional Engineers and Geoscientists of the Province of British Columbia, doing business as Engineers and Geoscientists BC received a report from a registrant regarding the conduct of Stanko Paleksic, P.Eng. (“Mr. Paleksic”) toward a colleague and fellow registrant (the “Complainant”).
2. On March 8, 2024, the Investigation Committee of Engineers and Geoscientists BC initiated an investigation into the conduct of Mr. Paleksic pursuant to subsection 66(1)(a) of the *Professional Governance Act*, S.B.C. 2018, c. 47 (the “PGA”).
3. On September 16, 2025, the appointed Investigator issued the investigation report to the Investigation Committee of Engineers and Geoscientists BC pursuant to section 9.7.6(1) of the Engineers and Geoscientists BC Bylaws.
4. On September 25, 2025, the Investigation Committee considered this matter and appointed a Resolution Subcommittee to attempt to resolve this matter by means of a reprimand or remedial action by consent (“RRAC”) pursuant to section 72 of the *PGA*.

Legislation

5. On February 5, 2021, the *Engineers and Geoscientists Act*, R.S.B.C. 1996, c. 116 (the “EGA”) was repealed and replaced by the *PGA*.
6. Mr. Paleksic’s conduct took place at a time when the *EGA* was in force. As a result, the conduct in question is considered pursuant to section 30(9) of the *EGA*, and the Bylaws and Code of Ethics under the *EGA*.

7. Pursuant to sections 35(2) and 36(1)(c) of the *Interpretation Act*, R.S.B.C. 1996, c. 238, investigations commenced under the *EGA* carry on procedurally under the *PGA*.

Agreed Facts

8. Mr. Paleksic agrees that:
- a. Between 2007 and 2018 he was employed at the same firm as the Complainant.
 - b. Between 2009 and 2014, he and the Complainant worked as peers on the firm's engineering team.
 - c. Around 2014, he was promoted to the position of leader of the engineering technical services department.
 - d. Between approximately 2009 and 2014, while they were working as peers, he made comments toward the Complainant that were unwanted and inappropriate, including comments of a sexual nature and comments about the Complainant's body.
9. Mr. Paleksic also agrees that his conduct as outlined in paragraph 8(d), above:
- a. constituted unprofessional conduct contrary to the *EGA*;
 - b. was contrary to Principle 1 of the Code of Ethics, as it stood at the time, which required registrants to hold paramount the safety, health and welfare of the public, the protection of the environment and promote health and safety within the workplace; and
 - c. was contrary to Principle 7 of the Code of Ethics, as it stood at the time, which required registrants to conduct themselves with fairness, courtesy and good faith towards clients, colleagues and others, give credit where it is due and accept, as well as give, honest and fair professional comment.

Disposition

10. Pursuant to section 72 of the *PGA* and section 9.9.1 of the Bylaws, the Investigation Committee has requested and Mr. Paleksic has agreed to:
- a. undertake not to repeat the conduct set out in paragraph 8(d);
 - b. consent to a reprimand for the conduct set out in paragraph 8(d);
 - c. undertake, within three months of the effective date of this RRAC, to read and become familiar with Engineers and Geoscientists BC Guide to the Code of Ethics, Version 2.0, published on March 12, 2021; and
 - d. undertake, within three months of the effective date of this RRAC and at his own expense, to complete the following educational offerings:

- i. [Understanding the New Code of Ethics Webinar](#); and
- ii. [Sensitivity Training Canada](#): “3-Step Sensitivity Training Program.”

11. In accordance with any direction by Engineers and Geoscientists BC, Mr. Paleksic agrees to provide information demonstrating satisfaction of the undertakings in paragraphs 10(c) and 10(d) to Engineers and Geoscientists BC to be released from those undertakings.

Consequences of the RRAC

12. The full text of this RRAC will be published on the Engineers and Geoscientists BC website and a summary will be published in Engineers and Geoscientists BC print and electronic publications, including in public communications.

13. Mr. Paleksic acknowledges that he has had the opportunity to receive independent legal advice concerning the contents of this RRAC.

14. Mr. Paleksic acknowledges that he has voluntarily entered into this RRAC and acknowledges that he fully understands the terms and conditions set out herein.

15. If Mr. Paleksic fails to comply with any of the terms of this RRAC, a citation may be issued for a discipline hearing into the matter, that may include the failure to comply with this RRAC.

16. This RRAC may be executed in counterparts and delivered as an electronic document.

This RRAC is effective as of the 4th day of April, 2026.

<original signed by>
Stanko Paleksic, P.Eng.

<original signed by>
Name of Witness

<original signed by>
Signature of Witness

The Investigation Committee of Engineers
and Geoscientists BC

<original signed by>
Per: Peter Helland, P.Eng.
Chair, Investigation Committee