

Robert Gordon Jai, 106861 (the “Respondent”)

Alternative Dispute Resolution agreement dated: April 21, 2026

On April 21, 2026, the Emergency Medical Assistants Licensing Board (the “Board”), pursuant to Rule 7.1 (c) of the Rules for Complaints, Investigations and Disciplinary Hearings, resolved the matter with the agreement of the Respondent by way of an alternative dispute resolution (the “Agreement”).

As part of the Agreement, the Respondent acknowledged and admitted to acting incompetently and breaching a term and condition of their licence by:

- A. Behaving towards Island Health employees and Emergency Medical Assistant colleagues in a way that constitutes sexual harassment between 2021 and 2024, on Vancouver Island, British Columbia, including:
 - (i) Engaging in communication sexual in nature;
 - (ii) Engaging in unsolicited and unwelcome hugging and/or touching;
 - (iii) Gifting a colleague underwear while on duty at Nanaimo Regional General Hospital on or around December 21, 2021; and,
- B. Behaving towards a high school student, participating in a work experience program and riding third, in a way that constitutes sexual harassment, including kissing the student, between 2003 and 2004, in Port Alberni, British Columbia.

As part of the Agreement, the Respondent agreed to successfully complete the following course at their own expense: PBI Education’s course Professional Boundaries (PB-24). The course must be an unconditional pass, and the Respondent will be required to sign a release allowing the Board to access the Respondent’s outcome and results. The Respondent agreed to serve a licence suspension of 3 months. The Respondent also agreed to participate in up to five (5) consultation meetings with a clinical advisor to review the Admission and circumstances leading to the underlying complaint. The Respondent agreed to have direct supervision of their Emergency Medical Assistant (“EMA”) licence until the above-noted training is completed with an unconditional pass and the clinical consultation meetings have been completed. All of which must be completed within 90 days of the Respondent receiving a copy of the signed Agreement.

The Agreement provided that if the Respondent fails to submit proof of their successful completion of courses and consultations within 90 days the Respondent’s licence would be suspended for an additional eight (8) days.

On July 17, 2026, the Board granted an extension of time until September 1, 2026, to complete the Agreement requirements.