



Policy Good Character Requirements	Replaces former policy: <input type="checkbox"/> Title: <input checked="" type="checkbox"/> N/A
	Date Effective: 2026-04-08
	Last Update: 2026-04-08
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Policy Statement

The Health Professions and Occupations Act requires the College to include in eligibility standards the evidence of good character. Therefore, the College of Health and Care Professionals of British Columbia (CHCPBC) requires submission of evidence from all applicants confirming they are of good character.

CHCPBC establishes and upholds good character expectations to ensure that care is competent, safe and delivered in accordance with the Ethics and Practice Standards. Lack of good character can present risk to clients, institutions and the public. CHCPBC is committed to ensuring that character-based assessments are transparent, procedurally fair and equitable, and grounded in anti-racism, anti-discrimination, accessibility, cultural safety, humility, and trauma-responsive practice.

The following evidence will be reviewed for a character-based assessment:

- certificates of professional conduct issued by extra jurisdictional regulators, as applicable
- criminal record check results from jurisdictions outside of Canada
- vulnerable sector check results
- relevant information disclosed in, or received in support of, an application for licensure
- any other information or documentation the Registrar or License Committee deem necessary to assess or determine good character.



1. Policy Rationale and Purpose

The purpose of this policy is to:

- protect the public from harm and discrimination
- provide clear guidance on how CHCPBC assesses character
- support procedural fairness, trauma-responsive decision-making, and bias mitigation in all assessments

2. Policy Scope

This policy applies to all CHCPBC applicants.

3. Duties and Responsibilities

Licensure Team members

Licensure Team members are responsible for:

- understanding and applying the principles of equity, cultural humility, and bias awareness in all decision-making
- ensuring that applicants are respected, and have culturally safe and trauma-responsive interactions
- escalating complex or uncertain cases to the Director or Licence Committee as appropriate
- following the procedures and processes for character-based assessments

Licensure Managers and Director

Licensure Managers and the Director provide training and support to staff involved in licensure to ensure consistency and equity and ensure character-based screening is documented and reviewed for equity and bias mitigation.

Registrar or Delegate

The Registrar or delegate:

- ensures that good character assessments are conducted consistently, equitably, and in compliance with applicable legislation and best practices including risk-based screening and case-by-case assessment of complex cases
- oversees staff training in anti-racism, anti-discrimination, cultural safety, trauma-responsive practice, and procedural fairness
- provides clear, understandable written reasons for decisions affecting licensure, supporting transparency and accountability

Licence Committee Members

The Licence Committee:

- applies this policy consistently and without discrimination



- considers contextual and mitigating factors, including systemic barriers, colonial impacts, and rehabilitation efforts
- may deny an application or impose limits and/or conditions on a licence where regulatory concerns are identified
- where relevant information is disclosed after licensure is granted, will refer the matter to the Investigation Committee, which may impose limits, conditions, or a suspension in accordance with its statutory authority
- seeks legal counsel as appropriate to understand relevant and applicable case law when making adverse decisions and to ensure procedural fairness

4. Legal and Regulatory Authority

This policy is linked to the following legislation and regulatory documents:

- Health Professions and Occupations Act, s. 38(b)
- BC Human Rights Code, s. 14
- CHCPBC Bylaw 6.3 (a)(ii)(C)
- CHCPBC Ethics and Practice Standards

5. Other Relevant Policies and Documents

This policy is linked to the following other relevant policies and documents:

- Records and Information Management Policy

6. Key Partnerships

None identified at this time.

7. Definitions

Character-based Assessment means a review of an applicant's entire disciplinary record, vulnerable sector check results, criminal record check results, as applicable, and any other information received by the College that is relevant to ethical and safe practice.

Good Character is an open-ended concept that is informed by case law. The requirement for good character is a regulatory tool used to help ensure ethical and safe practice.

Cultural Safety means an outcome where Indigenous and racialized individuals feel respected, heard, and safe from discrimination, achieved through ongoing self-reflection, cultural humility, and accountability.

Cultural Humility means a lifelong process of self-evaluation and learning to understand power imbalances, systemic inequities, and one's own biases in relation to others' lived experiences.



8. Process Check

The following documents have been consulted and applied to this policy.

- Policy Development Framework (required)
- Anti-Discrimination Measures (S14/15 HPOA) (required if applicable)
- Health Standards Organization BC Cultural Safety and Humility Standard policy best practices (required if applicable)
- Safe Spaces Playbook (required if applicable)
- In Plain Sight Report and Recommendations (required if applicable)
- Other:

9. Resources/References

[“Good character” matters](#) blog post. Ng Ariss Fong, Lawyers. [Truth and Reconciliation Commission of Canada: Calls to Action](#) report, action 23(i)

Professional Standards Authority (UK) – Common Approach to Good Character Across the Health Professions Regulators (2008)

Professional Standards Authority (UK) – Guidance on Health and Character for Applicants and Registrants (2021)

Reviewed by the Board on:		<input checked="" type="checkbox"/> N/A
Reviewed by the Registrar/Deputy Registrar on: 2026-03-03		<input type="checkbox"/> N/A
Date Approved 2026-04-08	Approved By <input type="checkbox"/> Board <input checked="" type="checkbox"/> Committee (<i>Licence Committee</i>) OR Name Title	
Date Effective 2026-04-08	Revision history	Last Updated: 2026-04-08 Previous Update:



Next Review 2028-04-08	Previous Update:
Drafted by: Name Licensure Policy Team	