



RCASLPNB

Regulatory College of
Audiologists & Speech-
Language Pathologists of
New Brunswick

OAONB

Ordre des
audiologistes &
orthophonistes du
Nouveau-Brunswick



Regulatory Bulletin - July 2025

Exciting News! RCASLPNB has made Committee Meetings More Inclusive

We are committed to fostering an environment where all committee members feel welcomed and empowered to participate. To support this, RCASLPNB has subscribed to Zoom's new **live caption translation** feature.

This feature allows members to communicate in French or English, while captions appear in the language of each person's choice, helping ensure that language is no longer a barrier to participation.

During testing, committee members shared positive feedback, noting the added accessibility and inclusivity it brings to committee meetings.

We welcome suggestions from registrants as we continue working to enhance accessibility and participation for all. Your input helps shape these initiatives, please share your thoughts with kindness and respect!

Considering Committee Service?

If you are interested in joining a committee but would like more information on the responsibilities and time commitment involved, a new **Summary of Roles for Committee Volunteers** is now available on the Volunteer Opportunities and Governance webpage - **Volunteer Opportunities and Governance**.

This chart outlines the activities, estimated time commitment, training and support, compensation, and required skills for each committee. Those interested in serving can complete the **Committee Service Application Form** available on the same page.

Legislation Update

We are pleased to announce that Bill 18, *An Act to Amend An Act Incorporating the New Brunswick Association of Speech-Language Pathologists and Audiologists*, received royal assent and is now in force. Please ensure you have read our **'New' Act** and do not hesitate to contact the office if you have any questions.

Bylaws

Our new bylaws are currently in development and will take effect once approved by the Minister of Health. We will notify all registrants when the new bylaws come into force. In the meantime, the existing bylaws remain in effect, except where they conflict with the new Act — in such cases, the Act takes precedence.

New Logo

We are pleased to announce that the Council has officially approved the new logo for the Regulatory College of Audiologists and Speech-Language Pathologists of New Brunswick (RCASLPNB).



- **The Professions** – Stylized sound waves representing audiology and speech-language pathology.
- **The New Brunswick Public** – A nod to the purple violet, the provincial flower of New Brunswick.
- **Protection** – A full circle surrounding the design, symbolizing the College’s public protection mandate.

The updated logo will be rolled out across our website, official documents, and communications over the coming months.

CEE Audits

The CEE audits are now complete. All audited registrants have been notified of the outcome and advised of their results.

We thank all audited registrants for their cooperation.

If you have questions about your CEE status or audit results, please contact the Deputy Registrar at deputy@rcaslbnb.ca.



Vision and Mission Statements

RCASLPNB now has a Vision and Mission Statement as a regulatory body, effectively replacing the previous ones that were aligned with those of an association.

Vision Statement

Instill public confidence by providing leadership and innovation in the regulation of audiologists and speech-language pathologists.

Mission Statement

Protect the public by upholding competent, safe, and ethical practice of audiologists and speech-language pathologists in New Brunswick.

Audiology and Speech-Language Pathology Act



We are pleased to inform you that the new *Audiology and Speech-Language Pathology Act* is now available on our website. We strongly encourage all registrants to take the time to familiarize themselves with this important governing legislation.

As regulated health professionals, it is your responsibility to remain informed about the legislation that governs your practice. A clear understanding of your legal and professional obligations is essential to upholding the standards of the profession and ensuring the protection of the public.

Below, we have provided a few highlights of key changes. Please note that these highlights do not represent the full scope of the new legislation. Please access the [complete Act directly on our website](#) and take the necessary time to familiarize yourself with your legal obligations as a registered health professional. If you have any questions about the new Act, please do not hesitate to contact the Registrar at registrar@rcaslpnb.ca for clarification or further information.

NBASLPA – ‘Old’ Act	RCASLPNB – ‘New’ Act
<p>"audiology" means the provision or conduct of non-medical assessment and interpretation, evaluation, habilitative, rehabilitative, counselling, guidance and research services relating to auditory function including the planning, direction and conduct of remedial programs designed to restore and improve auditory function and speech reading, the giving of directions for the supply of hearing aids, and the sale of hearing aids;</p>	<p>“audiology” means</p> <ul style="list-style-type: none"> (a) the provision or conduct of assessment, treatment, counselling, guidance, testing, evaluation, education, habilitation, rehabilitation and prevention services, (b) teaching, research and administration, (c) the planning and direction of habilitation and rehabilitation programs, (d) assessing, identifying, evaluating and diagnosing hearing, vestibular function, tinnitus and balance disorders, (e) giving directions for the supply of hearing aids and the sale of hearing aids, and (f) giving recommendations for the provision of augmentation and appropriate hearing and communication devices and systems, <p>relating to</p> <ul style="list-style-type: none"> (i) auditory and vestibular function, (ii) aural habilitation and rehabilitation, and (iii) the science and practice of audiology.

NBASLPA – ‘Old’ Act	RCASLPNB – ‘New’ Act
<p>"speech-language pathology" means the provision or conduct of non-medical assessment, treatment, research, counselling, guidance, testing and evaluation services relating to speech, language and communication disorders or conditions including the planning, direction and conduct of remedial programs designed to restore and improve communication efficiency;</p>	<p>“speech-language pathology” means</p> <ul style="list-style-type: none"> (a) provision or conduct of assessment, treatment, counselling, guidance, testing, evaluation, education, habilitation, rehabilitation and prevention services, (b) teaching, research and administration, (c) planning and direction of habilitation and rehabilitation programs, (d) assessing, identifying, evaluating, and diagnosing communication and swallowing disorders, and (e) giving recommendations for the provision of augmentation and appropriate communication devices and systems, <p>relating to</p> <ul style="list-style-type: none"> (i) speech, language and communication, (ii) vocal tract, oral motor, nasopharyngeal and pharyngeal dysfunctions or disorders affecting voice, feeding or swallowing function, or (iii) the science and practice of speech-language pathology.
<p>6(1) Unless this Act or the bylaws otherwise provide, the Executive Council may by resolution make any rules not contrary to the bylaws regulating any of the aspects, subjects or matters of the business or affairs of the Association and the practice of speech-language pathology and audiology carried on by its members as may be governed by bylaw and any such rule shall be valid, binding and effective from the date of the resolution of the Executive Council until amended or repealed by an ordinary resolution at an annual or special or general meeting of the Association called for the purpose of considering the same.</p>	<p>6(1) Unless this Act or the bylaws otherwise provide, the Council may by resolution make any rules not contrary to the bylaws regulating any of the aspects, subjects or matters of the business or affairs of the College and the practice of audiology and speech-language pathology as may be governed by bylaw and any such rule shall be valid, binding and effective from the date of the resolution of the Council.</p>

NBASLPA – ‘Old’ Act	RCASLPNB – ‘New’ Act
	<p>11(6) No audiologist or speech-language pathologist shall engage in the private practice of audiology or speech-language pathology without first providing the Registrar with proof of valid professional liability insurance in the minimum amount prescribed and providing proof of renewal of such insurance each year thereafter.</p>
<p>13 Every person other than an individual who engages a person as a speech-language pathologist or audiologist and every agency or registry that procures employment or work for a person as a speech language pathologist or audiologist shall ensure at the time of engagement or employment that the person is the holder of a current certificate of registration issued pursuant to this Act and the bylaws.</p>	<p>13(1) Every person, other than an individual, who engages a person as an audiologist or a speech-language pathologist and every agency or registry that procures employment or work for a person as an audiologist or a speech-language pathologist</p> <p>(a) shall ensure at the time of engagement or employment that the person is registered pursuant to this Act and the bylaws, and</p> <p>(b) where a person’s engagement as an audiologist or a speech-language pathologist is terminated because of dishonesty, incompetence or incapacity, shall forthwith report the matter to the Registrar and provide a copy of the report to the person whose engagement is terminated.</p> <p>13(2) No person making a report pursuant to paragraph (1)(b) shall be subject to liability as a result of making such a report unless it is proved that the report was made maliciously.</p>
	<p>14(3) Every registrant who offers or provides the public services that are within the practice of audiology or speech-language pathology shall comply with the requirements prescribed relating to professional liability insurance.</p>

NBASLPA – ‘Old’ Act	RCASLPNB – ‘New’ Act
	<p>24(1) In the absence of a complaint, if the Registrar has reason to believe that the conduct or actions of a registrant may constitute professional misconduct, incompetence or incapacity, the Registrar may file a complaint with the Complaints Committee.</p>
	<p>24.8(1) Every registrant who has reasonable grounds to believe the conduct of another registrant constitutes professional misconduct, incompetence or incapacity shall disclose to the Registrar the name of such registrant together with particulars of the professional misconduct, incompetence or incapacity, and any failure by a registrant to comply with this subsection shall be deemed to be professional misconduct.</p>
	<p>24.8(2) Subsection (1) does not apply to information obtained by a registrant which is confidential by reason of a professional-patient or professional-client relationship, unless the patient or client consents to such disclosure.</p> <p>24.8(3) A person disclosing information under subsection (1) is not subject to any liability as a result thereof except where it is proved that such disclosure was made maliciously.</p>
<p>28(2) Any notice of appeal given under the provisions of this section shall set forth the grounds of appeal and shall state the relief sought.</p>	<p>28(2) An appeal to the Court under this Act shall be on any ground of appeal that involves a question of law alone or a question of mixed fact and law.</p>

Getting Upstream and Mitigating Risk

We hope registrants have taken the opportunity to reflect on the anti-racism scenarios and discussion questions shared in the April 2025 edition of *Getting Upstream and Mitigating Risk*, ideally through meaningful conversations with colleagues. Below, we offer potential responses for consideration for one of the scenarios presented. We encourage you to continue these important discussions and self-reflection practices to keep anti-racism and equity issues in healthcare at the forefront of your professional practice, in support of public protection and the mitigation of risk.



Scenario 1 - Addressing Racist Comments in the Workplace

Sophia, a Speech-Language Pathologist, is part of a team meeting discussing strategies for improving care for underserved populations. During the meeting, one of her colleagues, Mark, comments, “I don’t think focusing on Indigenous health is relevant here. Most of them don’t even bother coming to their appointments.” Sophia feels uncomfortable with the comment but hesitates to speak up during the meeting. Later, she approaches Mark privately to express her concerns. Mark dismisses her, saying, “I didn’t mean anything by it, it’s just the truth.” Sophia is unsure how to proceed and reflects on whether she should escalate the issue to leadership or continue trying to address it directly with Mark.

1. Was Sophia’s decision to address Mark privately appropriate? Why or why not?
 - Addressing Mark privately was respectful and gave him a chance to reflect without embarrassment. It showed professionalism and a desire for dialogue.
2. What steps could Sophia take to escalate the issue in a way that promotes accountability and learning?
 - Document what happened to ensure accuracy.
 - Review organizational policies on respectful workplace and reporting concerns.
 - Bring the issue to a supervisor, or appropriate committee, focusing on the impact of the comment.
 - Suggest team education or facilitated discussions on anti-racism.
3. How can Sophia balance addressing the comment while maintaining a collaborative workplace relationship?
 - Keep conversations respectful and focused on impact rather than intent.
 - Emphasize shared goals of equitable care and professionalism.
 - Maintain positive, professional interactions to prevent personal conflict.
4. What strategies could Sophia use to advocate for anti-racist practices within her organization?
 - Join or support anti-racism initiatives or committees.
 - Advocate for regular team training on anti-racism.
 - Encourage data-informed discussions about health equity.
 - Share resources and create space for reflection and learning.

Reach out with any questions!

We are here to assist all registrants to meet their regulatory requirements, mitigate risk, and protect the public.

“RCASLPNB ensures public safety by regulating, supporting, and ensuring the competent, safe and ethical practice of audiologists and speech-language pathologists in New Brunswick. All registrants of RCASLPNB must practice in compliance with the Act, the Bylaws and Rules.”



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