



— COLLEGE OF —
CHIROPRACTORS
— OF ALBERTA —

Complaint Resolution Agreement Admission and Orders of:

Dr. Richard Sawyer

On:

February 25, 2026

Posting expiration date:

February 25, 2027

COMPLAINT RESOLUTION AGREEMENT

Dated this 25 day of FEB, 2026 (the "Effective Date")

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

BETWEEN

Dr. Richard R. Sawyer ("Dr. Sawyer")

---and---

**Ms. Linda Sahli, Acting 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, 2026, the Complaints Director received information from the Registrar concerning the conduct of Dr. Richard Sawyer, 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. Sawyer regarding this requirement that spanned from April 17, 2025 to November 20, 2025. The Registrar also provided a copy of Dr. Sawyer's 2025 renewal declarations in which Dr. Sawyer 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 his practice permit for the 2025-26 practice year.
- C. Dr. Sawyer 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 January 14, 2026, the Complaints Director notified Dr. Sawyer of the Complaint and requested a response. Dr. Sawyer responded by admitting that he had not provided the criminal record check as required and would take accountability for his unprofessional conduct. Dr. Sawyer provided two criminal record check results on January 16, 2026, dated May 29, 2025 and January 16, 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. Sawyer in an attempt to resolve the Complaint. Dr. Sawyer provided consent to proceed in this manner.

Dr. Sawyer'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. Sawyer hereby agree, and Dr. Sawyer hereby acknowledges that:

1. At all times concerning the conduct in question, Dr. Sawyer was a regulated member of the College. Dr. Sawyer acknowledges that he did not fulfill his commitment to CCOA despite his declaration on renewal, four reminders and communications that were sent, the information being posted on the regulated member's homepage, and an extension granted to December 19, 2025.

2. In consideration of the above, the Complaints Director and Dr. Sawyer agree to the following terms:

- a. By September 2026, Dr. Sawyer will successfully complete the following online course (the "Course") and will provide evidence of successful completion to the Complaints Director:
 - i. "Professionalism and Ethics for Healthcare Professionals" offered through NAIT: <https://www.nait.ca/nait/continuing-education/courses/iphe201-professionalism-and-ethics-for-healthcare>
 - ii. Dr. Sawyer is responsible for all costs associated with completing the Course and it shall not count towards their College Continuing Competency Program requirements.
- b. Dr. Sawyer will complete an in-person practice visit by September 2026. A second in-person practice visit may be scheduled at the direction of the CCOA Competence Committee. Dr. Sawyer will be responsible for the costs associated with the in-person practice visit, which is \$2000 per practice visit.

Upon completion of the in-person practice visit, the CCOA Competence Committee will be required to provide written notification to the Complaints Director that Dr. Sawyer successfully implemented the required practice changes and that there is no evidence of violations of the Standards of Practice and Code of Ethics with respect to the issues identified in the Complaint.

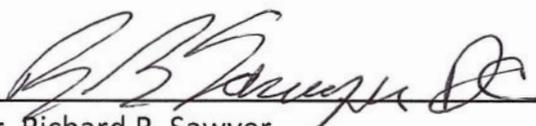
After the in-person practice visit, if there is ongoing evidence that Dr. Sawyer's practice is not meeting the CCOA's Standards of Practice or Code of Ethics, then a new complaint may be initiated by the Complaints Director in accordance with s. 56 of the HPA.

- c. Dr. Sawyer will pay a fine of \$1,000. This will be fully payable within 30 days of the Effective Date of the CRA.
- d. A copy of the CRA with Dr. Sawyer's name will be published on the College's website for one (1) year. Publication with the name of the practitioner is mandatory according to College Bylaws.

- e. Dr. Sawyer 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. Sawyer's and the Complaints Director's mutual execution of this CRA, College File 26-25 will be closed by resolution with consent as per subsection 55(2)(a.1) of the HPA.

I, Dr. Sawyer 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.

Feb 25, 2026
Date


Dr. Richard R. Sawyer

February 25, 2026
Date

L Sahli
Linda Sahli, Acting Complaints Director
College of Chiropractors of Alberta