



An Open Letter from the Ontario Association for Behaviour Analysis™

Dear Members,

It has come to our attention that a recently incorporated not-for-profit group, the Professionals for Behavioural Excellence in Ontario (PBEO; OCN# 1000728204; 4/12/2023; Grimsby, Ontario), has established itself on several social media platforms. While the Ontario Association for Behaviour Analysis™ supports the creation of organized groups with a vested interest in the future of behaviour analysis in Ontario—especially as we approach public regulation—the PBEO has indicated that they will not be revealing the names of their leaders or board members. In our opinion, this is very unusual, and frankly concerning, given that not-for-profit organizations in Ontario are generally expected to disclose the identities of their directors for the sake of transparency, accountability, and ensuring good governance.

The cornerstone of ethical practice in behaviour analysis, as outlined in the [Behavior Analyst Certification Board® Ethics Code](#), is the commitment to truthfulness, accountability, and transparency in all professional activities. The Code mandates that behaviour analysts be truthful and arrange the professional environment to promote truthful behaviour in others (Ethics Standard 1.01, Being Truthful). The [BACB Ethics Code](#) also states that, “Behavior analysts are accountable for their actions and professional services” (Ethics Standard 1.03, Accountability). If the intention of an organized group is to represent behaviour analysts, it is our opinion, that the decision to conceal the identities of its leaders undermines this responsibility to the professional community, to stakeholders, and to the public. We call upon the behaviour analysts connected with the Professionals for Behavioural Excellence in Ontario (PBEO) to ensure they align their operations with the core principles of the [BACB's Ethics Code](#). As behaviour analysts, it is imperative to maintain high standards of ethical conduct to preserve the integrity and credibility of our field, and unfortunately, we believe, the actions of a few can potentially harm the reputation of the entire profession.

Given these concerns, we encourage and remind behaviour analysts and stakeholders, the importance of exercising due diligence as consumers of information relevant to the field of behaviour analysis. For the most accurate and up-to-date information regarding regulation, we urge behaviour analysts and stakeholders to consult the [ABA Portal](#) of the College of Psychologists of Ontario (soon to be the College of Psychologists and Behaviour Analysts of Ontario). As the established professional association representing behaviour analysts in Ontario for



more than 30 years, ONTABA™ is committed to maintaining a positive and collaborative relationship with the profession's regulatory college and we will work to reduce barriers to constructive collaboration.

Our profession is built on the principles of benefiting others, treating people with dignity and respect, behaving with integrity, and ensuring competence. Let's always work together in a transparent and open environment, in which we can hold each other accountable to ensure these foundational principles continue to guide our actions.

Sincerely,

ONTABA™ Board of Directors