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Local 196 SPOTLIGHT



Bill 13: Regulated Professions Neutrality Act (RPNA)

Also commonly known as the Regulated Professions Neutrality Act (RPNA) or “Peterson law” in reference to psychologist Jordan Peterson, who was sanctioned for his controversial public statements

The purpose of this bill is to ensure that professionals can freely express themselves and their opinions outside of their professional roles without fear of disciplinary action and overreach of regulatory bodies

This also means that regulated professional can no longer be investigated by their licensing bodies for what they say outside work hours

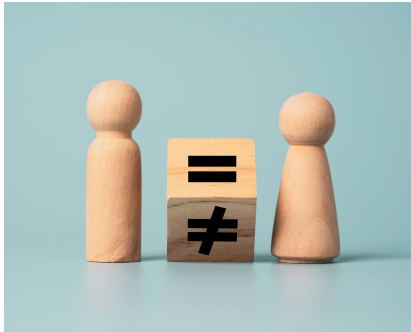
Bill 13 limits the types of training mandated by regulatory bodies unless it relates to professional competency

Regulators **will not be required** to make cultural competency, unconscious bias, or diversity, equity and inclusion education or training mandatory



Neutrality of Regulators – Regulators will not be permitted to arbitrarily assign value or blame, or give people preferential or adverse treatment to achieve diversity, equity and inclusion based on:

- race
- colour
- ancestry
- national or ethnic origin
- religious belief
- political belief
- conscientious belief
- sex
- sexual orientation
- gender identity



“Bill 13... isn’t about free speech... It strips regulators of tools to stop discriminatory conduct... putting a professional’s ‘right’ to offend ahead of our right to safe, respectful care.”

- Jared Wesley

Bill 13 was passed on Dec 9, 2025, at 0200hrs. On Dec 11, 2025, it received royal assent, which means it has now become law. It is expected to come into force upon proclamation

The bill could allow regulators to discipline member’s behaviour outside of work in limited circumstances if it involves:

- Threats of physical violence
- Misconduct involving professional boundaries
- Misuse of the professional’s position to harm an identifiable person
- Certain sexual misconduct
- Improper communications to a minor

Why should we as health professionals and advocates be concerned about Bill 13?

Health law experts are concerned that this could lead to a spread of medical misinformation and limits the professional regulators from protecting the public

Not mandating anti-racism, indigenous cultural safety and similar education can affect healthcare practices and lead to negative outcomes

Inequity of care, further impacting racialized and marginalized patients.

Lack of consequences and accountability for regulated professionals to say racist or hateful things outside of work hours

Inadequate education about different cultures and unconscious bias can result in poor communication and increase conflicts and errors in workplaces

Sources:

- Legislative Assembly of Alberta, Bill 13 – Regulated Professions Neutrality Act (2025).
- Dr. Oluwabukola Salami, RN, MN, PHD. Cumming School of Medicine and the University of Calgary Faculty of Nursing.
- CBC News Edmonton, reporting on Alberta aims to curtail regulatory bodies from sanctioning workers for after-hours activities By Janet French. Posted: Nov 20, 2025.
- FACTSMTR, Alberta Bill 13: What the Regulated Professions Neutrality Act Changes.
- Edmonton Journal reporting on ‘Jordan Peterson law’: Alberta seeks to protect professionals from discipline for off duty conduct By Matthew Black. Published Nov 20, 2025.