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**IN THE MATTER OF A DISCIPLINE PROCEEDING HELD PURSUANT TO THE  
*TRUST IN REAL ESTATE SERVICES ACT, 2022***

**BETWEEN:**

**REAL ESTATE COUNCIL OF ONTARIO**

**- AND -**

**JEFFREY PATRICK BLACKHAM (registered as JEFF BLACKHAM)**

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**DISCIPLINE DECISION AND REASONS FOR DECISION**

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Subject to Rule 4.02 of the Discipline and Appeals Committee Rules of Practice (*TRESA 2002*), I, the Chair of the Discipline Committee (*TRESA 2002*) have reviewed and considered the Agreed Statement of Facts and Penalty together with the Waiver of Hearing submitted by the Parties to this proceeding and provide the following Order:

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**FINDINGS:** In violation of Sections 1, 2(a)(b) and 7 of the *TRESA 2002* Code of Ethics.

**ORDER:** Fine of \$17,500.00 payable to RECO on or before 12 months after the date of the Decision of the Discipline Committee in this matter: April 19, 2027.

Successful completion of the “*Diversity, Equity and Inclusion in Action*” course, at York University’s School of Continuing Studies, and to provide proof of completion to RECO within 60 days of completion of the course.

**WRITTEN REASONS:** *attached*

**REASONS FOR DECISION**

**INTRODUCTION**

This matter proceeded on the basis of an Agreed Statement of Facts and Penalty and Waiver of Hearing, pursuant to Rule 4.02 of the Rules of Practice (*TRESA 2002*).

The Agreed Statement of Facts and Penalty read:

**AGREED STATEMENT OF FACTS AND PENALTY**

It is agreed as follows:

1. At all relevant times, Jeff Blackham (“Blackham”) was registered as a salesperson under the *Trust in Real Estate Services Act, 2002* (“Act”) and was employed at Brokerage A.
2. A member of the public filed a complaint with RECO regarding the conduct of Blackham while filming a marketing video in the city of Cambridge.
3. On or around April 11, 2025, Blackham was filming a “just sold” marketing video for 1-A Street, Cambridge on the sidewalk with a videographer (the “Videographer”).
4. A vehicle approached and stopped near Blackham and the Videographer, and the female driver (the “Driver”) engaged in a conversation with them regarding street parking.
5. The Driver was a resident of the neighbourhood, and her home was near where Blackham and the Videographer were filming their video.
6. The Driver’s partner (the “Partner”) was standing on the lawn. Blackham advised her that she would be on camera if she remained where she was standing and asked if this was okay with her.
7. The Partner responded that she did not want herself or her car in the video.
8. Blackham and the Videographer proceeded to leave the area to film on the other side of the house.
9. As Blackham and the Videographer were leaving, the Driver and the Partner raised their voices and swore at them.
10. Blackham responded to the Driver and the Partner using unprofessional language, which included profanity and a homophobic slur.
11. The verbal altercation was filmed by another member of the public and uploaded to the internet, resulting in news coverage by several different media outlets.
12. As part of Blackham’s response to the complaint, he indicated that he used the slur out of frustration, took full ownership of the mistake, and advised that he had issued a public apology which was featured in a CTV news article and video.

13. Blackham enrolled in an intensive certificate program with York University’s School of Continuing Studies titled “Diversity, Equity and Inclusion in Action” to take place from May to August 2026, at a personal cost of \$5,048.00.

**SUMMARY OF AGREEMENTS**

**It is agreed that Blackham failed to comply with the Code of Ethics (O. Reg. 365/22) as follows:**

A. Blackham, while filming a marketing video, engaged in a verbal altercation with a member of the public and used homophobic and unprofessional language, contrary to sections 1, 2, and 7 of the Code of Ethics, O. Reg. 365/22.

**It is agreed that Blackham failed to comply with the following sections of the Code of Ethics (O. Reg. 365/22):**

Integrity, honesty, good faith, etc.

1. In carrying on business, a registrant shall act with courtesy, honesty, good faith and integrity in relation to every person the registrant deals with.

Unprofessional conduct, etc.

2. A registrant shall not engage in any act or omission that, having regard to all of the circumstances, would reasonably be regarded as,

- (a) being disgraceful, dishonourable, unprofessional or unbecoming a registrant; or
- (b) likely to bring the sector into disrepute or to undermine public confidence the regulation of registrants under the Act.

Intimidation, coercion, etc.

7. In carrying on business, a registrant shall not engage in conduct that is intimidating, coercive or abusive or that constitutes undue pressure or harassment.

**AGREED PENALTY**

**The Respondent understands and agrees to the following penalty:**

To pay a fine of **\$17,500.00** on or before **12 months** after the date of the Decision of the Discipline Committee in this matter.

To provide proof of completion of “*Diversity, Equity and Inclusion in Action*” at York University’s School of Continuing Studies to RECO within 60 days of completion of the course.

**Respondent acknowledgements:**

1. I acknowledge that I have read and understand the penalty outlined herein and agree to the said terms and/or conditions.
2. I acknowledge my right to seek legal counsel in this matter before signing this agreement.
3. I agree, understand, acknowledge and consent to waiving my right to a hearing before the Discipline Committee.

**Waiver of hearing before the Discipline Committee:**

4. The parties consent to disposing of the matter without a hearing before the Discipline Committee and agree to the terms set out herein.
5. The parties request an Order from the Chair of the Discipline Committee that includes this Agreement of Facts and Penalty as a final settlement of this matter.

By signature below the Parties agree, acknowledge, understand and consent to the final settlement of this matter by way of this Agreed Statement of Facts and Penalty.

***[The Parties duly signed the Agreed Statement.]***

**DECISION OF THE CHAIR**

Having reviewed and considered the Agreed Statement of Facts, the Chair of the Discipline Committee (*TRESA 2002*) concluded that the Respondent breached Sections 1, 2(a)(b) and 7 of the *TRESA 2002* Code of Ethics . The Chair of the Discipline Committee (*TRESA 2002*) is also in agreement with the joint submission of the Parties as to penalty and accordingly makes the following order:

1. BLACKHAM, Jeffrey Patrick (registered as BLACKHAM, Jeff) is ordered to pay a fine in the amount of \$17,500.00, payable to RECO, on or before 12 months after the date of the Decision of the Discipline Committee in this matter.

2. BLACKHAM, Jeffrey Patrick (registered as BLACKHAM, Jeff) is ordered to provide proof of completion of “*Diversity, Equity and Inclusion in Action*” at York University’s School of Continuing Studies to RECO within 60 days of completion of the course.

*Released: April 17, 2026*