

Summary of the Hearing Tribunal Decision on allegations and sanctions

Surya Gadgerao (registration #8914)

On September 10, 2024, the Complaints Director referred a matter involving Surya Gadgerao to the Hearing Tribunal for a hearing.

A hearing on allegations was held on April 28-30 and May 1, 2025, by videoconference. A hearing on sanctions was held on March 31, 2026, by videoconference.

Findings

In its decision dated September 4, 2025 ("Merits Decision"), the Hearing Tribunal found the following allegations proven:

1. On or about May 15, 2023, while providing physiotherapy treatment to patient C.R., Mr. Gadgerao failed to obtain adequate informed consent before touching patient C.R.'s buttocks under her clothing;
2. On or about May 26, 2023, while providing physiotherapy treatment to patient C.R., Mr. Gadgerao failed to obtain adequate informed consent before touching patient's C.R.'s inner thigh and/or groin area over her clothing;

Sanctions

The Hearing Tribunal ordered the following pursuant to section 82 of the HPA:

1. Mr. Gadgerao shall receive a reprimand and the Hearing Tribunal's decision shall serve as the reprimand.
2. Prior to re-registration with the College (if applicable), Mr. Gadgerao shall complete the following education and, where available, shall provide proof of completion to the Complaints Director for his approval:

- a. The College of Physiotherapists of Alberta Informed Consent Module (Informed Consent Module - College of Physiotherapists of Alberta)
 - b. Review and reflect on the Code of Ethics;
 - c. Review and reflect on the following Standards of Practice (Assessment, Diagnosis, Treatment; Boundary Violations; Informed Consent).
3. Prior to re-registration with the College (if applicable), Mr. Gadgerao shall submit a written reflection plan (the "Reflection Paper") to the Complaints Director for his approval and on the following terms and conditions:
 - a. The Reflection Paper must be titled "The importance of proper consent practices as a physiotherapist";
 - b. The Reflection Paper must be at least one thousand (1000) words, be typed, and must not include any content that is generated or created by artificial intelligence or anyone other than Mr. Gadgerao;
 - c. Mr. Gadgerao must review and reference the following information in the Reflection Paper:
 - i. Obligations from the College's Standards of Practice (Assessment, Diagnosis, Treatment; Boundary Violations; Informed Consent);
 - ii. Learnings from College's Consent Module; and
 - iii. Reflections on the College's Code of Ethics.
 - d. The Reflection Paper must demonstrate and describe an understanding of obligations and responsibilities as a physiotherapist related to proper consent practices.
4. Should Mr. Gadgerao re-register with the College at any time, he must provide notification of the Merits Decision and the Sanction Decision to any employer for a period of twelve (12) months following re-registration, and proof of that notification must be provided to the Complaints Director. Further:
 - a. At any time during the twelve (12) months, the Complaints Director may contact Mr. Gadgerao's employer to confirm whether they were notified about the Merits Decision and the Sanction Decision, without notice to Mr. Gadgerao.

5. Mr. Gadgerao shall pay \$7,500 in costs, to be paid over a period of three years, on a payment schedule to be determined between Mr. Gadgerao and the Complaints Director.
6. The Orders set out above in paragraphs 1 to 4 shall appear as conditions (the "Conditions") on Mr. Gadgerao's practice permit and on the public register. The Conditions shall be removed once the Orders are deemed satisfied by the Complaints Director.
7. Should Mr. Gadgerao be unable to comply with the deadlines identified above, he may apply to the Complaints Director for an extension, by submitting a written request prior to the deadline. Extensions may be granted in the sole discretion of the Complaints Director.
8. Should Mr. Gadgerao fail to comply with any of the Orders above within the deadline specified or within the period of the extended deadline granted by the Complaints Director, the Complaints Director may do any or all of the following:
 - a. Treat Mr. Gadgerao's non-compliance as information for a complaint under s. 56 of the Act,
 - b. In the case of failure to pay costs by the deadlines indicated, Mr. Gadgerao's practice permit will be suspended until he has complied with the outstanding Order(s) and the College may take action as permitted by the HPA; or
 - c. Refer the matter back to a hearing tribunal for further direction.