



**DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT**  
pursuant to section 55(2)(a.1) of the *Health Professions Act*

**BETWEEN:**

**OMAR HERNANDEZ, #77,327**  
(the “Regulated Member”)

and

**The College and Association of Registered Nurses of Alberta**  
(“CARNA”)

A Disciplinary Complaint Resolution Agreement (“DCRA”) was executed between the Regulated Member and CARNA, dated with effect **February 17, 2021**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, OMAR HERNANDEZ, #77,327 (the “Regulated Member”), acknowledged and admitted that his behaviour constituted unprofessional conduct. Particulars of the Regulated Member’s unprofessional conduct arises from one (1) complaint to CARNA and includes the following:

- a. In or around October 2019, the Regulated Member, who was in a leadership position, failed to foster a safe practice environment, contrary to the *Practice Standards for Regulated Members* and the *CNA Code of Ethics*, when, frustrated that his request for time off was refused, he entered the office of a subordinate administrative support person and vented his frustration through a verbal and physical outburst;
- b. Between August 2019 to October 2019, the Regulated Member, who was in a leadership position, failed to foster a quality practice environment and failed to treat, and communicate with, colleagues and subordinates respectfully, contrary to the *Practice Standards for Regulated Members* and the *CNA Code of Ethics*; and
- c. In or around August 2019, the Regulated Member, contrary to the *Practice Standards for Regulated Members*, failed to follow standards and policies relevant to his practice setting when he disclosed information about an internal investigation contrary to express policy and direction.

The Regulated Member agreed to complete course work and provide two practice report letters covering a total of 1000 hours of nursing practice. Conditions shall appear on the CARNA register and on the Regulated Member’s practice permit.