

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

LISA BERGMAN, #72,265
(the “**Registrant**”)

and

College of Registered Nurses of Alberta
(the “**College**”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Registrant and the College, dated with effect January 31, 2024. The below constitutes a summary of such DCRA:

Through an Agreement with the College, LISA BERGMAN, #72,265 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from two (2) complaints to the College and includes the following:

- Between approximately October 3, 2020, and September 7, 2021, the Registrant failed to maintain professional boundaries and/or acted outside the scope of her professional responsibilities when, subsequent to the conclusion of the nurse-client relationship, they:
 - engaged in communications with Patient 1 and Patient 1’s family using their personal mobile device which was not required by the Registrant’s conditions of employment or practice requirements;
 - had inappropriate contact with Patient 1;
 - became involved in Patient 1’s personal and financial affairs, which was not legitimately required by the Registrant’s conditions of employment or practice requirements.
- On one (1) occasion in or between June 2021 and June 2022, the Registrant failed to maintain professional boundaries and/or acted outside the scope of her professional responsibilities when they engaged in and/or facilitated one (1) or more financial transactions with Patient 1 that were not legitimately required by the Registrant’s conditions of employment or practice requirements, specifically when they acted as a guarantor for the patient in relation to a vehicle purchase, which the Registrant states was in response to feeling threatened.

- Between October 3, 2020, and September 7, 2021, the Registrant displayed a lack of judgment and/or violated a practice standard when they failed to report their interactions with Patient 1 to their employer in a timely manner, or at all.
- On or about September 7, 2021, the Registrant failed to document their interaction with Patient 1.
- On one (1) or more occasions between October 2020 and February 2021, the Registrant failed to document their communications with Patient 1 and/or Patient 1's mother that were conducted using their employer's mobile device.

The Registrant must complete extensive coursework on ethics and boundaries and provide a 1,000-word Behavior Improvement Plan. The Registrant will also be suspended for forty-five (45) days, with fifteen (15) days being served initially and the remaining thirty (30) days held in abeyance for one (1) year on the condition that the Registrant complies with the Agreement and there are no further complaints that raise concerns regarding boundaries the next year. The Registrant must provide a practice setting letter from their current supervisor confirming there are no concerns with the Registrant's practice. Thereafter, for a period of two (2) years from the date the Agreement is executed, the Registrant must provide notification letters to the Complaints Director from their Supervisor at any new or prospective employer, or at any other entity for whom the Registrant will complete any type of nursing practice hours as a registrant of the College, confirming, *inter alia*, that the Supervisor has read the Agreement and will immediately report any concerns regarding the Registrant's practice to the Complaints Director. Conditions shall appear on the College register and on the Registrant's practice permit.