

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

KELLY TOWNSEND, #75,131
(the “**Registrant**”)

and

College and Association of Registered Nurses of Alberta
also known as **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 **April 26, 2023**. The below constitutes a summary of such DCRA:

Through a DCRA with the College, KELLY TOWNSEND, #75,131 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from one (1) complaint to the College and includes the following:

- On one (1) or more other occasions the Registrant failed to monitor their own fitness to practice when they attended work while unfit to practice,
- The Registrant failed to demonstrate adequate judgment and failed to demonstrate a professional presence in relation to their communications with staff and/or residents including but not limited to requests to borrow money from staff, engaging in gossip and failing to adhere to professional boundaries.
- For approximately one month in 2022, the Registrant did not have an active College of Registered Nurses of Alberta (“**CRNA**”) practice permit, in violation of **CRNA** licensure in good standing being a requirement for their position.
- The Registrant failed to demonstrate adequate judgment and professionalism, by failing to maintain employee privacy and confidentiality of employee termination letters.
- The Registrant failed to practice competently when they required a demonstration on how to administer insulin to a resident before they could administer the insulin independently.

The Registrant agreed to complete coursework on boundaries and communication. The Registrant must pay a fine, provide a medial letter, and employer references. The Registrant must also provide employer notifications for a period of three (3) years. Conditions shall appear on the College register and on the Registrant’s practice permit.