

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

KARIE ROE, #80,705
(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 February 5, 2026. The below constitutes a summary of such DCRA:

“Through an Agreement with the College, KARIE ROE, #80,705 (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 multiple occasions between approximately June 2025 to August 2025, the Registrant failed to practice with honesty, integrity and respect and failed to practice competently when they diverted narcotics and medication from their employment setting for personal use, contrary to the Canadian Nurses Association Code of Ethics (2017) (“**Code of Ethics**”), the Practice Standards for Registrants (2023) (“**Practice Standards**”), the Entry Level Competencies for the Practice of Registered Nurses (2019) (“**Entry Level Competencies**”), the Medication Management Standards (2022) (“**Medication Standards**”) and one or more employer policies.
- On multiple occasions between approximately June 2025 to August 2025, the Registrant failed to adequately assess, monitor or address their fitness to practice and demonstrate adequate judgment, contrary to the Code of Ethics, the Practice Standards and the Entry Level Competencies.

The Registrant agreed to complete coursework, provide a medical letter and employer references. The Registrant agreed to practice in a non-narcotic setting for the duration of the employer references. The Registrant also agreed to a suspension in abeyance. Conditions shall appear on the College register and on the Registrant’s practice permit.”