

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

EMILIA FANTAUZZI, #110,575
(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 **December 19, 2022**. The below constitutes a summary of such DCRA:

Through a DCRA with the College, EMILIA FANTAUZZI, #110,575 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arising from one (1) complaint to the College include the following:

- During one (1) shift in August 2022, the Registrant:
 - failed to adequately assess and address their fitness to practice while on shift at their place of employment, contrary to the *Code of Ethics*, the *Practice Standards*, the *Entry Level Competencies*, and/or one (1) or more employer policies;
 - demonstrated a lack of judgment when they inappropriately delegated the task of medication administration to one (1) or more Health Care Aides (“**HCA**s”), contrary to the *Code of Ethics*, the *Practice Standards*, the *Entry Level Competencies*, the *Medication Management Standards* and/or one (1) or more employer policies;
 - failed to uphold medication administration standards when they drew one (1) or more medications, including narcotic medication, and taped the drawn medication into medication boxes for the HCAs to administer, contrary to the *Code of Ethics*, the *Practice Standards*, the *Entry Level Competencies*, the *Medication Standards*, and/or one (1) or more employer policies; and
 - failed to demonstrate a professional presence when they used profane language in the vicinity of co-workers and patients, contrary to the *Code of Ethics*, the *Practice Standards*, the *Entry Level Competencies*, and/or one (1) or more employer policies.

The Registrant agreed to complete coursework on medication management, professionalism, and ethics, as well as complete a behavior improvement plan on maintaining fitness to practice in the workplace. The Registrant further agreed to a period of monitoring in their practice setting. Conditions shall appear on the College register and on the Registrant's practice permit.