

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

LINDA KUSHAK, #50,851
(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 **July 6, 2023**. The below constitutes a summary of such DCRA:

Through a DCRA with the College, LINDA KUSHAK, #50,851 (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 include the following:

- In February 2023, the Registrant failed to administer Patient 1’s ordered medications, specifically Ramipril, Thiamine and a nicotine patch.
- On one (1) or more unspecified dates, the Registrant failed to demonstrate adequate professionalism in their interactions when they failed to communicate appropriately with patients and co-workers.
- On one (1) or more unspecified dates, the Registrant failed to demonstrate a professional presence and failed to act with respect and integrity in all interactions when they made comments regarding patients, or groups of patients, that could reasonably be interpreted as derogatory or prejudiced.
- On approximately twenty-four (24) occasions in April 2023, the Registrant failed to demonstrate adequate judgment and failed to ensure a client’s right to confidentiality and privacy when they accessed the personal health care records of ten (10) individuals, without clarifying their understanding following orientation, namely that the accesses were appropriate, where there was no immediate care relationship and for purposes inconsistent than their professional responsibilities.

The Registrant agreed to complete coursework in medication management, relational communication, learning through Indigenous perspectives, and management of privacy and confidentiality. The Registrant must provide a behavior improvement plan, pay a fine, and a practice report letter covering two (2) months of practice. Conditions shall appear on the College register and on the Registrant’s practice permit.