

# AMENDED DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

**BETWEEN:**

**JESSICA KVISLE, #102,215**  
(the “**Registrant**”)

and

**College and Association of Registered Nurses of Alberta**  
**also known as College of Registered Nurses of Alberta**  
(the “**College**”)

An Amended Disciplinary Complaint Resolution Agreement (“**ADCRA**”) was executed between the Registrant and the College, dated with effect **JANUARY 19, 2022**. The below constitutes a summary of such ADCRA:

Through a ADCRA with CARNA, JESSICA KVISLE, #102,215 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from three (3) complaints to CARNA include the following:

- The Registrant failed to demonstrate reasonable judgment and failed to act honestly and with integrity when she represented herself as a registered nurse on duty and entered her place of employment when she was not scheduled to work and to visit a palliative patient.
- The Registrant failed to demonstrate reasonable judgment and failed to act honestly and with integrity when she disguised her teenage daughter as a nursing student, wearing scrubs, in order to bring her into her place of employment when she was not scheduled to work and to visit a palliative patient.
- The Registrant failed to demonstrate reasonable judgment and failed to act honestly and with integrity when she entered her place of employment with her teenage daughter through the staff entrance to avoid visitor COVID-19 screening.
- The Registrant failed to integrate infection prevention and control principles, standards and guidelines and failed to maintain appropriate professional boundaries when she entered her place of employment through the staff entrance to visit a palliative patient with her teenage daughter and to avoid visitor COVID-19 screening.

- The Registrant failed to maintain appropriate professional, failed to demonstrate reasonable judgment and failed to maintain a patient's right to confidentiality and privacy when she remained in the room of a palliative patient during an assessment and treatment while she was not providing care and was off duty.
- The Registrant failed to act honestly and with integrity and failed to communicate effectively with other members of the health care team when she represented herself as a registered nurse on duty and remained in the room of a palliative patient during an assessment and treatment while she was not providing care and was off duty.
- The Registrant failed to demonstrate adequate professional judgment and failed to protect a client's right to autonomy, respect, privacy and dignity when they contacted a patient's estranged family member on social media, without the patient's knowledge or consent.
- The Registrant failed to ensure their fitness to practice and failed to be accountable to their employer when they worked two shifts while they were not fit to practice as a Registered Nurse.

The Registrant agreed to complete course work on professionalism, ethics, infection prevention control and privacy. In addition, the Registrant agreed to pay a fine of \$1,500.00 and write an essay on the importance of ethics in nursing. Finally, the Registrant agreed to provide Employer References from their practice setting covering twelve (12) months of nursing practice. Conditions shall appear on the CARNA register and on the Registrant's practice permit.