

**NOTICE TO ATTEND A HEARING  
BY THE HEARING TRIBUNAL**

**OF THE**

COLLEGE OF REGISTERED NURSES OF ALBERTA (the "**COLLEGE**")

pursuant to section 120(1) of the *Health Professions Act*

February 12, 2025

TO: JENNIFER BURTON

**TAKE NOTICE** that you, **JENNIFER BURTON, REGISTRATION #78,112**, (the "**Registrant**") are required to attend on the **seventh (7<sup>th</sup>), eighth (8<sup>th</sup>), and ninth (9<sup>th</sup>) days of May, 2025**, commencing at **9:30 (nine-thirty) a.m.**, at which time the Hearing Tribunal of the College will conduct a virtual hearing (the "**Hearing**") into the complaints of the Registrant's practice as a Registered Nurse ("**RN**") while registered with the College.

**FURTHER TAKE NOTICE** that the Registrant's practice fell below the standard expected of a RN and constitutes unprofessional conduct, contrary to section 1(1)(pp) of the *Health Professions Act*, RSA 2000, c H-7 ("**Health Professions Act**"), including, but not limited to, the behavior described in the particulars below (the "**Hearing Particulars**").

**FURTHER TAKE NOTICE** that the Registrant's failure to attend at the hearing may, in itself, be found by the Hearing Tribunal to be unprofessional conduct, pursuant to section 1(1)(pp)(vii)(D) of the *Health Professions Act*.

**FURTHER TAKE NOTICE** that the Registrant's failure to attend at the hearing may result in the Hearing Tribunal proceeding in the absence of the Registrant, pursuant to section 79(6) of the *Health Professions Act*.

**FURTHER TAKE NOTICE** that the Registrant may be compelled to testify at their hearing, pursuant to section 72(1) of the *Health Professions Act*.

**FURTHER TAKE NOTICE** that Hearings of the Hearing Tribunal are open to the public unless the Hearing Tribunal directs otherwise, pursuant to section 78(1) of the *Health Professions Act*.

**FURTHER TAKE NOTICE** of the following Hearing Particulars to be determined at the Hearing:

1. Between May 1, 2024 and June 3, 2024, following a job interview for a RN position with a prospective employer, [Company #1] (referred to hereafter as the "**Company**"), the Registrant communicated through the Indeed website or email

correspondence in an inappropriate manner with the Company and/or their staff member, [Person #1] (referred to hereafter as "**Person #1**"), including the following particulars:

- a. The Registrant sent abusive language and comments to Person #1.
  - b. The Registrant made threatening comments to Person #1, including:
    - i. That they would "trash" the Company or words to that effect;
    - ii. That "you wanted an enemy you [f\*\*\*ing] got one";
    - iii. That "I suggest you move and find somewhere else to work"
    - iv. That they would call the Company' clients;
    - v. That they would be "coming after" Person #1's nursing license;
    - vi. That they would "[f\*\*\*] your whole life" to Person #1.
2. Between June 3, 2024 and July 29, 2024, after receiving notice that a complaint was submitted about them to the CRNA, the Registrant communicated through email correspondence to the Company and/or Person #1 in an inappropriate or retaliatory manner, including the following particulars:
- a. The Registrant sent abusive language and comments to Person #1.
  - b. The Registrant suggested that Person #1 should "backtrack" on the complaint submitted to the College.
  - c. The Registrant made threatening comments against Person #1 and/or the Company, including:
    - i. They requested financial compensation from Person #1;
    - ii. They threatened to sue and/or file criminal charges against the Company if the complaint against them was pursued;
    - iii. They stated:
      1. "if I see you in person ever again your life will be in danger",
      2. "I hope you starve to death among other things you'd certainly deserve it",
      3. "nothing is going to keep you safe now",
        1. "I'll be harassing you the rest of your lives then",
        2. "I hope you drop dead of a heart attack",
        3. "I could kill you",
        4. "drop dead",
        5. "die [b\*\*\*\*] die" or words to that effect,
        6. "you should have died by suicide technically a while ago",
        7. "I hope you die a long painful death";
        8. "[Person #1] will never find another job again",

9. "Im gonna [f\*\*\*] you right over the way you tried and failed to do to me".
3. Between June 3, 2024 and August 20, 2024, after receiving notice that a complaint was made about them, the Registrant communicated in an inappropriate manner to CRNA, including the following particulars:
    - a. The Registrant sent abusive language and comments towards CRNA staff members.
    - b. The Registrant made threatening comments against CRNA and/or CRNA staff members including, but not limited to:
      - i. Sent photos of vehicles in the CRNA parking lot and indicated:
        1. They would "send your vehicle photos out",
        2. They would "send your vehicle plates and addresses to known gang members".
      - ii. Indicating that they would obtain a CRNA staff member's personal home address by filing a restraining order" and that they "been there got the info".
      - iii. They stated:
        1. "I am going to be your worst nightmare come to life".
        2. "I hope you die. A long pathetic painful death with nobody to help you",
        3. "I really do hope you all drop dead suddenly and leave your families with nothing",
        4. "[f\*\*\*] off die goodbye",
        5. "you will be taken out entirely",
        6. "I'll wreck your whole lives not just taking you to court for this but after",
        7. "And if I ever happen to get back to work and I see any family members or relatives of yours I will not treat them",
        8. "I hope you drop dead. Of a heart attack",
        9. "you should heed this warning. What you're doing is going to come back to you" while requesting money from CRNA,
        10. "murderers! I hope you die by suicide as you should",
        11. "I could knock you out",
        12. "So hire some security or don't have me attend anywhere near you. [F\*\*\*ing] butch!!!! Witch! [A\*\*\*\*\*]! Lunatics with their own well documented mental health cases coming after me",

13. "You better give me my [f\*\*\*ing] money back or I'll consider someone to smash out all your windows in your house your car and your office.",
14. "Deserve to die. You deserve to die.",
15. "I'll destroy your property to the tune of much more money than this the fees for my yearly license. So give it back. Now. You're full of [s\*\*\*]!",
16. "I am a serious threat to you now that you did this to me without cause and I don't want you to forget that ever",
17. "I will literally destroy you. You fix this [s\*\*\*] you [f\*\*\*ing] fix it by now butch! Or I will burn your house to the ground with you in it.",
18. "I actually do what I say I'll send you a biological weapon",
19. "You should just commit suicide. In my opinion you'd be better off dead than doing what you're doing."

It is further alleged that the Registrant's conduct constitutes "unprofessional conduct" as defined in section 1(1)(pp)(ii) [contravention of this Act, a code of ethics or standards of practice] and/or (xii) [conduct that harms the integrity of the regulated profession] of the *Health Professions Act*, RSA 2000 c H-7 (the "**HPA**"), including:

1. Your conduct breached one or more of the following:
  - a. The College's *Standards of Practice (2023)*: Standard 1.3, 3.1, 3.7.
  - b. The *Canadian Nurses Association Code of Ethics (2017)*, responsibilities A.1, D.13, F.3, G.1.
2. With consideration of the College's *Social Media and e-Professionalism: Guidelines for Nurses (2021)*: Guidelines 1, 2, 9.
3. Your conduct constitutes ungovernability towards the College.

THIS NOTICE IS ISSUED BY:



Amy Payne, Hearings Director

COLLEGE OF REGISTERED NURSES OF ALBERTA  
PURSUANT TO SECTION 77 OF THE HEALTH PROFESSIONS ACT