

AMENDED AMENDED AMENDED DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

ADAM BALOGH, #72,319
(the “**Registrant**”)

and

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

An Amended Amended Amended Disciplinary Complaint Resolution Agreement (“**AAADCRA**”) was executed between the Registrant and the College, dated with effect November 9, 2023. The below constitutes a summary of such AAADCRA:

Through this Agreement with the College, ADAM BALOGH, #72,319 (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 include the following:

- Between 2013 and 2021, the Registrant failed to act professionally, failed to treat their colleagues with respect and failed to refrain from participating in humiliating behaviors towards their colleagues, when they:
 - made inappropriate sexual comments about their female colleagues’ personal relationships;
 - made inappropriate compliments to their female colleagues about their bodies and physical appearances, in and outside, the workplace;
 - made inappropriate and sexual jokes in the presence of their female colleagues;
 - sent their female colleagues inappropriate and sexual comments via social media, in and outside, the workplace; and
 - made inappropriate jokes to a female colleague about creating pornographic content.

The Registrant agreed to complete course work on professional boundaries and relational practice and communication. The Registrant further agreed to pay a fine and complete a behavior improvement plan focusing on professionalism and respectful communication with other members of the healthcare team. The Registrant also served a suspension of forty-five (45) days. Finally, the Registrant shall complete a period of indirect supervision in their practice setting and must provide a letter from any new employer for a period of three (3) years. Conditions shall appear on the College register and on the Registrant's practice permit.