

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

DUSTIN ROGERS, #81,265
(the “**Registrant**”)

and

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 February 13, 2024. The below constitutes a summary of such DCRA:

Through an Agreement with the College, Dustin Rogers, #81,265 (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 December 2022 and May 2023, the Registrant failed to act professionally and failed to treat their colleagues with respect when they:
 - made sexually inappropriate comments to colleagues on three (3) occasions;
 - made a spanking hand gesture towards a colleague who was leaning over a desk;
 - massaged a colleague’s hand without consent; and/or
 - showed a colleague a topless photo of themselves.

The Registrant agreed to complete coursework and a behavior improvement plan on boundaries and professionalism. The Registrant shall be suspended for 30 days, with 15 days commencing immediately and the remaining 15 days held in abeyance for two (2) years on the condition that the Registrant complies with the Agreement and there are no further complaints that raise similar concerns. The Registrant must provide employer references and notification letters to the Complaints Director from their Supervisor at any new or prospective employer, or at any other entity for whom the Registrant will complete any type of nursing practice hours as a registrant of the College, confirming, *inter alia*, that the Supervisor has read the Agreement and will immediately report any concerns regarding the Registrant’s professionalism in the workplace to the Complaint Director. Conditions shall appear on the College register and on the Registrant’s practice permit.