

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

SHANE RAY, #76,608
(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 March 28, 2024. The below constitutes a summary of such DCRA:

Through an Agreement with the College, Shane Ray, #76,608 (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 approximately January 17, 2022 and October 6, 2023, the Registrant failed to maintain professional boundaries in the workplace and failed to treat their colleagues with respect, contrary to the *Canadian Nurses Association Code of Ethics (2017)* (“**Code of Ethics**”), the *Practice Standards for Regulated Members (2013)* (“**Practice Standards**”), and the *Entry Level Competencies for the Practice of Registered Nurses (2019)* (“**Entry Level Competencies**”) and/or the *Practice Standards for Registrants (2023)*, when they:
 - Directed several inappropriate and unwelcome comments towards co-workers including comments about physical appearance; and
 - Used inappropriate sexual phrases.

The Registrant agreed to complete coursework and a behavior improvement plan on professionalism. The Registrant agreed to pay a \$2,000.00 fine and the Registrant agreed to submit two practice reports. Conditions shall appear on the College register and on the Registrant’s practice permit.