



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

BETWEEN:

THERESA LUPTON #44,237
(the “**Registrant**”)

and

College and Association of Registered Nurses of Alberta
(“**CARNA**”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Registrant and CARNA, dated with effect **DECEMBER 10, 2021**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, THERESA LUPTON, 44,237 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from seven (7) complaints to CARNA include the following:

- The Registrant failed to demonstrate adequate judgment and failed to ensure a client’s right to confidentiality and privacy over a period of seven (7) years when:
 - On one (1) occasion, the Registrant accessed personal health care records of SB, their family member, where there was no immediate care relationship;
 - On twenty-five (25) occasions, the Registrant accessed personal health care records of JR, their family member, where there was no immediate care relationship;
 - On six (6) occasions, the Registrant accessed personal health care records of MR, their family member, where there was no immediate care relationship;
 - On two (2) occasions, the Registrant accessed personal health care records of JI, their family member, where there was no immediate care relationship;
 - On one (1) occasion, the Registrant accessed personal health care records of HH, their family member, where there was no immediate care relationship;

- On ninety-one (91) occasions, the Registrant accessed personal health care records of DB, their family member, where there was no immediate care relationship;
- On eight (8) occasions, the Registrant accessed personal health care records of AB, their family member and a minor, where there was no immediate care relationship;
- On one (1) occasion, the Registrant accessed personal health care records of CB, their family member and a minor, where there was no immediate care relationship; and
- On eleven (11) occasions, the Registrant accessed personal health care records of MM, their family member, where there was no immediate care relationship.

The Registrant agreed to permanently undertake to never practice as a RN, including that they may never practice as a RN again, use the title of RN, represent themselves as a RN or re-apply to be a registrant of CARNA. Conditions shall appear on the CARNA register and on the Registrant's practice permit.