

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

FIONA DOUGLAS, #100,458
(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 November 7, 2025. The below constitutes a summary of such DCRA:

Through an Agreement with the College, FIONA DOUGLAS, #100,458 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from two (2) complaints to the College include the following:

- On multiple occasions between 2021 to present, the Registrant failed to practice with honesty, integrity and respect and failed to practice competently when they diverted narcotics and medication from their employment setting for personal use.
- On multiple occasions in and since 2021, the Registrant failed to adequately assess, monitor or address their fitness to practice and demonstrate adequate judgment.

The Registrant agreed to complete course work on medication management and responsible nursing and provide notification letters for a period of three years. The Registrant further agreed to employer references, a letter from a treatment provider and counselling. Conditions shall appear on the College register and on the Registrant’s practice permit.