

# DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

**BETWEEN:**

**TANYA DAVIDSON, #98,231**  
(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 7, 2025. The below constitutes a summary of such DCRA:

Through an Agreement with the College, TANYA DAVIDSON, #98,231 (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 and includes the following:

- Between January and June 2023, the Registrant on more than 1 occasion diverted a large number of drugs, specifically Percocet tablets for personal use, by:
  - Removing or signing out Percocets from narcotic drawer for patient(s) that did not have an order for this drug or for patient(s) that did not exist or were not provided nursing care by the Registrant;
  - Accessing narcotic cupboard outside designated shift hours and without appropriately documenting the reason for such access;
  - Altering narcotic counts, editing Controlled Substance Records (CSRs) or removing CSRs and disposing of them in an attempt to conceal a drug diversion;
  - Failing to waste narcotics for the purpose of diverting the same; and;
  - Failing to assess and report own fitness to practice prior to working designated shifts.

The Registrant agreed to course work on professionalism, documentation, ethics, and medication management. Prior to returning to performing any nursing practice hours, the Registrant must provide medical clearance to the Complaints Director and further provide two additional medical clearance letters. Thereafter, the Registrant must submit employer references covering a total of 600 nursing hours of practice. Finally, for a period of two (2) years from the date the Agreement is executed, the Registrant must provide notification letters to the Complaints Director from their Supervisor and/or at any new or prospective employer. Conditions shall appear on the College register and on the Registrant's practice permit.