

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

NATASHA COURAGE, #93,134
(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 July 8, 2025. The below constitutes a summary of such DCRA:

Through an Agreement with the College, NATASHA COURAGE, #93,134 (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 September 14, 2021, and January 21, 2022, the Registrant failed to act with honesty, integrity and respect and displayed conduct that harms the integrity of the nursing profession, when they:
 - authored entries in up to 12 patient charts that:
 - related to care that the Registrant did not personally provide;
 - were late entries but not clearly identified as such;
 - were inaccurate reflections of care provided by another healthcare professional;
 - suggested these patients had in-person consultations with a physician when they had only contacted the clinic by email; and
 - suggested they were authored by the physician.

- failed to question, intervene or report the direction of their supervisor to:
 - author the entries as if they were made by the physician; and
 - describe the interaction as an in-person consultation with the physician when they were email exchanges with the clinic manager conveying directions from the physician.

The Registrant agreed to course work on documentation and responsible nursing and to a fine. Conditions shall appear on the College register and on the Registrant's practice permit.