

**NOTICE TO ATTEND A HEARING  
BY THE HEARING TRIBUNAL**

**OF THE**

COLLEGE OF REGISTERED NURSES OF ALBERTA (the “**COLLEGE**”)

pursuant to section 120(1) of the *Health Professions Act*

November 1, 2024

TO: LINDSAY HARPER

TAKE NOTICE that you, **LINDSAY HARPER, REGISTRATION #108003**, (the “**Registrant**”) are required to attend on the **29<sup>th</sup>, 30<sup>th</sup>, and 31<sup>st</sup> days of January, 2025**, commencing at **9:30 (nine-thirty) a.m.**, at which time the Hearing Tribunal of the College will conduct a virtual hearing (the “**Hearing**”) into the complaint of the Registrant’s practice while employed as a Registered Nurse (“**RN**”) in Calgary, AB.

FURTHER TAKE NOTICE that the Registrant’s practice fell below the standard expected of a RN and constitutes unprofessional conduct, contrary to section 1(1)(pp) of the *Health Professions Act*, RSA 2000, c H-7 (“**Health Professions Act**”), including, but not limited to, the behavior described in the particulars below (the “**Hearing Particulars**”).

FURTHER TAKE NOTICE that for the purpose of this Notice and the Hearing Particulars, the following terms apply:

<i>Canadian Nurses Association (CNA) Code of Ethics (2017)</i>	<b>“CNACE”</b>
<i>CARNA’s Practice Standards for Regulated Members (2013)</i>	<b>“CPSRM”</b>
<i>CRNA’s Professional Boundaries: Guidelines for the Nurse-Client Relationship (2020)</i>	<b>“CPBG”</b>
<i>CRNA’s Protection of Patients from Sexual Abuse and Sexual Misconduct Standards (2019)</i>	<b>“CPPSASMS”</b>

FURTHER TAKE NOTICE that the Registrant’s failure to attend at the hearing may, in itself, be found by the Hearing Tribunal to be unprofessional conduct, pursuant to section 1(1)(pp)(vii)(D) of the *Health Professions Act*.

FURTHER TAKE NOTICE that the Registrant's failure to attend at the hearing may result in the Hearing Tribunal proceeding in the absence of the Registrant, pursuant to section 79(6) of the *Health Professions Act*.

FURTHER TAKE NOTICE that the Registrant may be compelled to testify at their hearing, pursuant to section 72(1) of the *Health Professions Act*.

FURTHER TAKE NOTICE that Hearings of the Hearing Tribunal are open to the public unless the Hearing Tribunal directs otherwise, pursuant to section 78(1) of the *Health Professions Act*.

FURTHER TAKE NOTICE of the following Hearing Particulars to be determined at the Hearing:

- 1) Between approximately April of 2022 and February of 2023, the Registrant engaged in conduct of a sexual nature towards [Patient 1], when they did one (1) or more of the following:
  - i. Received oral and/or digital sex from [Patient 1] on one (1) or more occasion; and
  - ii. Stimulated [Patient 1's] clitoris on one (1) or more occasion.
- 2) Between approximately April of 2022 and February of 2023, the Registrant engaged in sexual misconduct towards [Patient 1] and/or displayed a lack of judgment when they did one (1) or more of the following:
  - i. Received one (1) or more sexually suggestive pictures from [Patient 1] and/or audio clips of [Patient 1] masturbating; and
  - ii. Sent [Patient 1] one (1) or more nude pictures of herself.
- 3) Between approximately April of 2022 and February of 2023, the Registrant failed to demonstrate adequate judgment and failed to maintain professional boundaries with [Patient 1] when they did one (1) or more of the following:
  - i. Exchanged numerous messages through social media and by telephone;
  - ii. Met [Patient 1] at their residence multiple times and at the Registrant's residence one time;
  - iii. Tattooed each other with matching tattoos;

- iv. Exchanged money and/or gifts on numerous occasions; and
- v. Gave [Patient 1] a birthday cake that said “Happy Birthday, Baby”.

It is further alleged that the Registrant’s conduct constitutes “unprofessional conduct”, as defined in section 1(1)(pp)(i),(ii), and/or (xii) of the *Health Professions Act*, RSA 2000, c H-7 (“**HPA**”), and in particular:

- a. The conduct underlying **Allegation 1**, or any part of it, constitutes “sexual abuse” as defined by section 1(1)(nn.1) of the *Health Professions Act*.
- b. The conduct underlying **Allegation 1**, or any part of it, contravenes CRNA’s Protection of Patients from Sexual Abuse and Sexual Misconduct Standards (2019) (“**CPPSASMS**”).
- c. Further, or in the alternative, the conduct underlying **Allegation 1**, or any part of it:
  - i. Contravenes one (1) or more of the following: *Canadian Nurses Association Code of Ethics (2017)* (“**CNACE**”); *CRNA’s Practice Standards for Regulated Members (2013)* (“**CPSRM**”);
  - ii. Contravenes *CRNA’s Professional Boundaries: Guidelines for the Nurse-Client Relationship (2020)* (“**CPBG**”), contrary to the *CPSRM*; and/or
  - iii. Contravenes employer policy, contrary to the *CPSRM* (Standard 1.2).
- d. The conduct underlying **Allegation 2**, or any part of it, constitutes “sexual misconduct” as defined by section 1(1)(nn.2) of the *HPA*.
- e. The conduct underlying **Allegation 2**, or any part of it, contravenes the *CPPSASMS*.
- f. Further, or in the alternative, the conduct underlying **Allegation 2**, or any part of it:
  - i. Contravenes one (1) or more of the following: *CNACE*; *CPSRM*;
  - ii. Contravenes *CPBG*, contrary to the *CPSRM*; and/or
  - iii. Contravenes employer policy, contrary to the *CPSRM* (Standard 1.2).
- g. The conduct underlying **Allegation 3**, or any part of it:

- i. Contravenes one (1) or more of the following: *CNACE*; *CPSRM*;
- ii. Contravenes *CPBG*, contrary to the *CPSRM*; and/or
- iii. Contravenes employer policy, contrary to the *CPSRM* (Standard 1.2).

THIS NOTICE IS ISSUED BY:



Amy Payne, Hearings Director

COLLEGE OF REGISTERED NURSES OF ALBERTA  
PURSUANT TO SECTION 77 OF THE HEALTH PROFESSIONS ACT