

# DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

**BETWEEN:**

**KELLI STEWART, #69,346**  
(the “Registrant”)

and

**College and Association of Registered Nurses of Alberta**  
**also known as 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 **May 16, 2022**. The below constitutes a summary of such DCRA:

Through a DCRA with the College, KELLI STEWART, #69,346 (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:

- The Registrant failed to communicate effectively and respectfully with other members of the health care team and failed to demonstrate a professional presence when they:
  - used inappropriate language on a regular basis and while in the presence of members of the public, patients and colleagues;
  - they expressed, on more than one occasion, that they did not want to mentor and/or buddy with junior RNs; and
  - they commented to a physician about their ethnicity in a manner that could be perceived as rude and demeaning.
- The Registrant failed to demonstrate adequate judgment and failed to demonstrate a professional presence when:
  - they engaged in discussions about sexually explicit activities with their colleagues in the workplace and while on shift; and
  - on one occasion, when providing care to an intubated and unconscious patient and in the presence of an RN colleague and the patient, the Registrant made an inappropriate remark about the patient.

- The Registrant failed to maintain professionalism when they used their personal cellphone at work for non-work related purposes, including using dating applications, on repeated occasions while on shift.

The Registrant was bound by interim conditions between February 2021 and the date of signing this DCRA that included verification letters about their practice as a RN. They further agreed to complete course work on professionalism in nursing and professional boundaries, must submit a behavior improvement plan on professionalism and pay a fine. Conditions shall appear on the College register and on the Registrant's practice permit.