

College of Licensed Practical Nurses of Alberta

Hearing Tribunal Decision – July 24, 2025 & October 6, 2025

Appeal Panel of Council Decision – March 5, 2026

Hearing Tribunal Decision

On July 24, 2025, the Hearing Tribunal of the College of Licensed Practical Nurses of Alberta (CLPNA) found a Registrant of the CLPNA, guilty of unprofessional conduct in relation to a complaint by Patient MF and their employer (the Facility).

The Hearing Tribunal was comprised of two Licensed Practical Nurses and two members of the public appointed by the Government of Alberta. The hearing proceeded by way of a Partial Agreed Statement of Facts.

The Hearing Tribunal made the following findings of unprofessional conduct against the Registrant:

1. **[QUASHED ON APPEAL]**
2. Between June 2022 and June 2023, entered into a close relationship with Patient MF that included doing one or more of the following:
 - a. Visited and ate meals with Patient MF in her vehicle;
 - b. Visited with Patient MF inside either, or both, of their homes;
 - c. Communicated with Patient MF through Facebook messenger, text messages, video calls and/or phone calls;
 - d. Went on an overnight trip to Jasper with Patient MF, including sleeping in the same hotel room together;
 - e. Went on an overnight trip to Red Deer with Patient MF, including sleeping in the same hotel room together;
 - f. Went on day trips to Calgary with Patient MF;
 - g. Purchased Patient MF a computer desk for his home;
 - h. Communicated to Patient MF that she wanted to snuggle, or words to that effect;
 - i. Communicated to Patient MF that she was sad that he did not want to sleep with her, or words to that effect;
 - j. Called Patient MF “baby” on at least one occasion.
3. On June 6, 2023, failed to demonstrate professionalism when she went to Patient MF’s home to confront Patient MF about his allegations that they had been in a sexual relationship to a coworker at her place of employment as an LPN.

It is further alleged that this conduct constitutes “unprofessional conduct” as defined in s.1(1)(pp)(i), (ii) and (xi) of the *Act*, and in particular:

1. **[QUASHED ON APPEAL]**
2. Your conduct in Allegations 2(h), 2(i), and 2(j) constitutes sexual misconduct” as defined in s.1(1)(nn.2) of the HPA;
3. Further, or in the alternative, your conduct breaches one or more of the following;
4. Standards of Practice for Licensed Practical Nurses on Boundary Violations (2023): Standards 1, 8;
5. Standards of Practice for Licensed Practical Nurses on Boundary Violations: Protecting Patients from Sexual Abuse and Sexual Misconduct (2019): Standards 1, 2, 8;
6. Standards of Practice for Licensed Practical Nurses in Canada (2020): Standards 1.1, 1.8, 2.1, 3.1, 3.5, 4.4, 4.6;
7. Code of Ethics for Licensed Practical Nurses in Canada (2013): Responsibilities 2.7, 2.9, 3.1, 3.3, 5.1, 5.7.

Between the date of the written decision on the merits and the scheduled sanctions hearing on September 23, 2025, new evidence was provided by Patient MF recanting the evidence he had given during the Hearing and indicating that he fabricated evidence to allow him to pursue a civil claim resulting in a monetary settlement. During the September 23, 2025 hearing, which was closed to the public by joint application of the parties, this evidence was made available to the Hearing Tribunal and a sanctions order was proposed given the prospective appeal decision.

Appeal Panel of Council of Decision

On October 17, 2025, the parties jointly submitted a notice of appeal of the Hearing Tribunal’s decision to an Appeal Panel of Council. The Appeal Panel of Council was comprised of two Licensed Practical Nurses Council members and two public Council members appointed by the Government of Alberta. The hearing proceeded by way of Joint Written Submissions and was closed to the public, including the Complainants.

The subject matter of the appeal was Allegation 1 and Allegation 2(b).

The Appeal Panel of Council quashed Allegation 1 and confirmed the findings of the Hearing Tribunal for allegation 2(b).

In their decision, the Appeal Panel of Council ordered the following:

1. The suspension of the Registrant’s practice permit for a period of six (6) months, deemed served on receipt of the decision;

2. The completion of remedial education within ninety (90) days of re-registering as a Licensed Practical Nurse with the CLPNA:
 - a. PBI Course – PBI Navigating Professional Boundaries in Health Care (DR2)
 - b. ICRS Course – Righting a Wrong: Ethics and Professionalism in Nursing
3. For a period twenty-four (24) months from the date of re-registering as a Licensed Practical Nurse with the CLPNA and obtaining a practice permit, the Regulated Member shall provide any employer where they work in the capacity of a Licensed Practical Nurse a copy of the Decision (and the Prospective Appeal Decision, if applicable) and provide confirmation to the Complaints Director that the employer has read the Decision and Prospective Appeal Decision, if applicable. The Regulated Member must also provide the Complaints Director the name, contact details, and professional designation (if applicable) of the supervisor, anticipated supervisor or another manager.
4. The payment of \$10,000 of the costs of the investigation and hearing, to be paid within twenty-four (24) months of receiving the decision.