



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

**BETWEEN:**

**MARNIE COLBORNE, #106,115**  
(the “**Registrant**”)

and

**The College and Association of Registered Nurses of Alberta**  
(“**CARNA**”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Registrant and CARNA, dated with effect **August 24, 2021**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, MARNIE COLBORNE, #106,115 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from one (1) complaint to CARNA include the following:

- In 2021, the Registrant, while working in a cosmetic setting and after submitting their resignation to their employer, failed to demonstrate adequate judgment and professionalism, and failed to maintain client privacy and confidentiality when they accessed and sent client photos from their employee email address to their personal email address. Furthermore, the Registrant failed to maintain adequate custody of client photos when they deleted client photos from their employer’s iPhone prior to returning it to their employer.

The Registrant agreed to complete course work on privacy of health information, ethics and professionalism. In addition, the Registrant agreed to pay a fine of \$1500 to CARNA and provide a confirmation letter from any current employer. Conditions shall appear on the CARNA register and on the Registrant’s practice permit.