



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

BETWEEN:

DENZIL JACOBS #87,043
(the “**Regulated Member**”)

and

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

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Regulated Member and CARNA, dated with effect **March 9, 2021**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, the Regulated Member Denzil Jacobs, #87,043 (the “**Regulated Member**”) acknowledged and admitted that his behavior constituted unprofessional conduct. Particulars of the Regulated Member’s unprofessional conduct include the following:

- Between January and April 2019, the Regulated Member failed to maintain professional boundaries in the workplace when he directed several inappropriate, unwelcome and, in some cases, sexually suggestive comments towards co-workers.

The Regulated Member agreed to pay a \$500 fine, complete coursework on professional boundaries in nursing, and submit an essay reflecting on his behaviour and how to maintain appropriate professional boundaries in the workplace. Conditions shall appear on the CARNA register and on the Regulated Member’s practice permit and notifications shall be provided to the Regulated Member’s employer(s) and other regulatory bodies.