



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

BETWEEN:

KATHERINE SILVIUS #93,410
(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 **June 2, 2020**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, the Regulated Member Katherine Silvius, #93,410 (the “**Regulated Member**”) acknowledged and admitted that her behavior constituted unprofessional conduct. Particulars of the Regulated Member’s unprofessional conduct include the following:

- Over a six (6) month period, the Regulated Member made inappropriate and/or sexual comments to staff members on multiple occasions. On one (1) occasion, the Regulated Member made unwanted and uninvited sexual comments and physical contact with a co-worker;
- While acting as a preceptor for a nursing student, the Regulated Member failed to treat the student with respect, compassion, dignity and fairness when, on more than one occasion, she undermined the student’s confidence in her care and skill in front of staff, patients and family members of patients.

The Regulated Member will pay a fine and agreed to complete coursework on professionalism and boundaries in nursing. The Regulated Member will also undergo counseling and complete a Behavior Improvement Plan, with a self-reflective component. The Regulated Member’s employer will provide two (2) Performance Evaluations to the Complaints Director covering a total of 800 hours of practice, which will incorporate elements of the Behavior Improvement Plan. Conditions shall appear on the Regulated Member’s practice permit.