

# DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

**BETWEEN:**

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

and

**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 April 16, 2024. The below constitutes a summary of such DCRA:

Through an Agreement with the College, DENZIL JACOBS, #87,043 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arise from two (2) complaints to the College include the following:

- Between May-November, 2023, the Registrant failed to maintain professional boundaries in the workplace and failed to treat their colleagues with respect and dignity, when they:
  - directed several inappropriate and unwelcome comments towards colleagues and engaged in unwanted touching of his colleagues; and
  - engaged in behavior which cause his colleagues to be uncomfortable relating to inappropriate professional boundaries.

The Registrant agreed to complete course work on professionalism and ethics, pay a fine, complete a behavior improvement plan of professional boundaries as a RN and complete a period of monitoring in their practice setting confirming the Registrant is demonstrating professionalism as expected from a RN. Conditions shall appear on the College register and on the Registrant’s practice permit.