

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

BETWEEN:

JAMES CLEAL, #63,790
(the “**Registrant**”)

and

College and Association of Registered Nurses of Alberta
also known as **College of Registered Nurses of Alberta**
(the “**College**”)

An Amended Disciplinary Complaint Resolution Agreement (“**ADCRA**”) was executed between the Registrant and the College, dated with effect **March 31, 2023**. The below constitutes a summary of such ADCRA:

Through a ADCRA with the College, JAMES CLEAL, #63,790 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from one (1) complaint to the College and includes the following:

- The Registrant failed to refrain from participating in unbecoming behaviors towards other healthcare workers and failed to act professionally when they:
 - Between January 1, 2016 and May 15, 2019, the Registrant failed to treat their colleagues in a respectful manner and failed to act professionally when they made physical contact with their female colleagues in an unwelcome manner while in the workplace on numerous occasions.
 - Between January 1, 2016 and May 15, 2019, the Registrant failed to treat their colleagues in a respectful manner and failed to act professionally they made numerous unwelcome comments towards their female colleagues while in the workplace.
 - In 2018, on two occasions, the Registrant failed to maintain appropriate therapeutic boundaries while in a patient group therapy session when they discussed inappropriate information with their patients.

The Registrant served a suspension of thirty-five (35) days. Additionally, they completed coursework and a self-improvement plan. Upon returning to practice, the Registrant must be under indirect remote supervision for 600 nursing practice hours. Conditions shall appear on the College register and on the Registrant’s practice permit.