

Notice of Censure

Adrienne Kappes
CRNM #131482

The investigation committee censured the member with respect to:

1. Failing to be accountable for her registered nursing practice and conduct and practicing in a manner not consistent with the *Standards of Practice for Registered Nurses* or the *Code of Ethics for Registered Nurses* by:
 - a) Falsifying documentation in her registered nursing practice; in particular, submitting fraudulent documentation.
 - b) Failing to be accountable for her registered nursing practice and conduct; in particular, submitting the fraudulent document for the purpose of employment advancement.
 - c) Practicing in a manner not consistent with the *Standards of Practice for Registered Nurses* or the *Code of Ethics for Registered Nurses*.

Relevant Facts

The member graduated in 1987 from Red River College with a diploma in nursing. In the early 1990's, the member enrolled in a program with a major in nurse administration at the University of Mary in Bismark, North Dakota. According to University of Mary officials the member did not graduate with any degree.

In August 2009, the member applied to work as a nurse for an agency/facility. As part of her application, she included a copy of a diploma that indicated she had been awarded a Bachelors (with an "s") of Nursing degree from the University of Mary in May of 1993. The document is signed by a "Minister of Education", a "President" and a "Dean".

In addition, the member supplied her employer with a resume indicating she had a BScN from the University of Mary as well as a Baccalaureate Degree in Science from the University of Toronto (1981). Of note, the University of Toronto does not use the term baccalaureate when awarding degrees.

On September 14, 2009, the member was hired into a registered nurse position with a corresponding salary and financial allowances based on her education.

In January 2010, the member applied for a registered nurse position that would in essence be a promotion. The member again offered these credentials used at the time of her initial hire.

The employer attempted to establish the equivalency and legitimacy of the educational credential. The employer was informed by the administration of the University of Mary

that the diploma submitted by the member was fraudulent. The member remained adamant that the credential and document in question was valid and stated that “changes in the US policies involving the Department of Homeland Security were making it difficult to gather the appropriate information.”

The CRNM investigation revealed that the purported “Dean” was never a Dean and that the university did not have Deans during her tenure. As well, that she never signed any diploma issued by the University of Mary and that putting an “s” on Bachelor should not only prove that the document is a forgery but a poor one at that.

Relevant *Standards of Practice for Registered Nurses* and the *Code of Ethics for Registered Nurses*

The member did not meet the following CRNM’s *Standard of Practice for Registered Nurses*:

- **Standard I: Professional Responsibility and Accountability**
Registered nurses are responsible and accountable for their nursing practice and conduct.
 - Indicators:
 2. Practice in a manner consistent with the Registered Nurses Act, the *Standards of Practice for Registered Nurses*, the *Code of Ethics for Registered Nurses (Part I)*, *Professional Boundaries for Therapeutic Relationships*, and other provincial and federal legislation.
 5. Take personal responsibility for professional conduct and fitness to practice.
 7. Promote a practice environment that supports professional responsibility, accountability, and development.

- **Standard V: Ethical Practice**
Registered nurses promote and uphold the ethical standards of the nursing profession.
 - Indicators:
 24. Practice in accordance with the values outlined in the *Code of Ethics for Registered Nurses (Part I)*:
 - A. Providing Safe, Compassionate, Competent and Ethical Care:**
Nurses provide safe, compassionate, competent and ethical care.
 - Ethical responsibilities:
 1. Nurses have a responsibility to conduct themselves according to the ethical responsibilities outlined in this document and in practice standards in what they do and how they interact with persons receiving care as well as with families, communities, groups, populations and other members of the health care team.
 3. Nurses build trustworthy relationships as the foundation of meaningful communication, recognizing that building

these relationships involves a conscious effort. Such relationships are critical to understanding people's needs and concerns.

F. Promoting Justice

Nurses uphold principles of justice by safeguarding human rights, equity and fairness and by promoting public good.

- Ethical responsibilities:
 1. Nurses do not engage in any form of lying, punishment or torture or any form of unusual treatment or action that is inhumane or degrading. They refuse to be complicit in such behaviors. They intervene, and they report such behaviors.

G. Being Accountable

Nurses are accountable for their actions and answerable for their practice.

- Ethical responsibilities:
 1. Nurses, as members of a self-regulating profession, practice according to the values and responsibilities in the *Code of Ethics for Registered Nurses* and in keeping with the professional standards, laws and regulations supporting ethical practice.
 2. Nurses are honest and practise with integrity in all of their professional interactions.
 6. Nurses clearly and accurately represent themselves with respect to their name, title and role.

On these facts, the investigation committee records its disapproval of the lack of professionalism and honesty in failing to adhere to the ethical values and standards of practice as required in the *Standards of Practice for Registered Nurses* and the *Code of Ethics for Registered Nurses*. The investigation committee believes that this censure should be published as it will alert members and employers of the seriousness of falsifying documents.