

Notice of Censure

Amanda Stantic

CRNM #145134

Allegations

- The member failed to practice in an environment that supported professional responsibility.
- The member did not take responsibility for her professional conduct.
- The member crossed professional boundaries.
- The member posted information on Facebook which resulted in two nurses being sent home in relationship to stress in regards to their safety.

Findings

The member and a colleague had difficulty maintaining a quality professional relationship. It could not be mediated by the employer.

The member transferred from the workplace and shortly thereafter entered a negative comment on her social media page about the colleague and that relationship. This produced a platform for various social media “friends” to post threatening comments.

The member took no action to stop the threatening behavior. In fact, the member responded to these comments in an encouraging manner.

Based on the replies to the social media postings and the threatened actions of some common social media “friends,” it became necessary for the employer to urgently alter workplace staffing to ensure staff safety, specifically having to make arrangements to have staff transported from the community.

The relevant *Standards of Practice for Registered Nurses* and the *Code of Ethics for Registered Nurses* are:

- **Standard I: Professional Responsibility and Accountability**
Registered nurses are responsible and accountable for their nursing practice and conduct.
 - Indicator 1. 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.
- **Standard V: Ethical Practice**
Registered nurses promote and uphold the ethical standards of the nursing profession.
 - Indicator 24. Practice in accordance with the values outlined in the *Code of Ethics for Registered Nurses (Part I)*:
 - **Value 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.

▪ **Value D. Preserving Dignity**

Nurses recognize and respect the intrinsic worth of each person.

Ethical responsibilities:

1. Nurses, in their professional capacity, relate to all persons with respect.
10. Nurses treat each other, colleagues, students and other health care workers in a respectful manner, recognizing the power differentials among those in formal leadership positions, staff and students.

▪ **Value E. Maintaining Privacy and Confidentiality**

Nurses recognize the importance of privacy and confidentiality and safeguard personal, family and community information obtained in the context of a professional relationship.

Ethical responsibilities:

4. When nurses are required to disclose information for a particular purpose, they disclose only the amount of information necessary for that purpose and inform only those necessary. They attempt to do so in ways that minimize any potential harm to the individual, family or community.

▪ **Value F. Promoting Justice**

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

Ethical responsibilities:

2. Nurses refrain from judging, labeling, demeaning, stigmatizing and humiliating behaviors toward persons receiving care, other health-care professionals and each other.

Decision

On these facts, the investigation committee records its disapproval of the lack of professionalism 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*.

Although this conduct is sufficiently serious to refer to discipline, the investigation committee is mindful of the fact that the member does not have a disciplinary record.

On these facts, the investigation committee believes that this censure should be published as it will serve as a specific deterrent for the member and as general deterrence for other registered nurses about the use of social media as a platform to express work-related content. Publication will serve to inform the member and other registered nurses to take time to consider whether a post is appropriate and the ramifications of inappropriate content.

The member appeared before the investigation committee and was read the censure. The investigation committee requested the member pay costs of \$1,000.