

Notice of Censure

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CRNM #144282

Allegation

The complaint alleged that the member made a Facebook posting of a graphic and sexual nature with materials linked to her employer and created in the workplace with materials from the facility.

Findings

The member used materials from her workplace to make a graphic and sexual Facebook posting. She added a caption to the Facebook posting in which she also berated her colleagues. Her Facebook page identified her employer.

These actions demonstrate a blatant disregard of the CRNM *Standards of Practice for Registered Nurses* and the CNA *Code of Ethics for Registered Nurses*. The member failed to maintain and uphold her professional responsibilities. In particular, her conduct in the workplace was offensive and her use of social media was inappropriate.

Professional practice standards regarding professional image are engaged when social media is used, specifically when an employer is identified. RNs are required to conduct themselves in a professional manner towards colleagues (CNPS infoLAW: Social Media, Dec 2010).

Postings to social media sites are generally permanent records that cannot easily be deleted. Copies of deleted information may still exist on search engines or in friends' (or others') electronic files (CNPS infoLAW: Social Media, Dec 2010).

The member acknowledged that she made an impromptu decision that was not intended to be malicious. Rather her intent was "for a laugh, for shock value."

The member deactivated her social media account.

The member acknowledged the negative effect her actions and behaviour had on her employer. The member also acknowledged the negative impact her actions and behaviour had on her professionally. The member acknowledged that she made a mistake with these actions.

The investigation committee is reasonably satisfied that the facts support that the member did not meet the following *Standards of Practice for Registered Nurses*:

- **Standard II: Professional Practice**

Registered nurses are accountable and responsible for nursing practice that is informed by evidence and demonstrates competence.

- Indicator 13. You demonstrate professional behaviors, attributes and values and act as a mentor, coach, preceptor and resource to students, nursing colleagues and other members of the health-care team.

- **Standard III: Professional Relationships**

Registered nurses establish and maintain professional relationships with clients and team members in order to promote leadership, collaborate and deliver safe health-care services.

- Indicator 20. You promote a practice environment that supports responsibility, professional development and a respectful attitude when working with others.

- **Standard IV: Ethical Practice**

Registered nurses recognize, promote and uphold the ethical standards of the nursing profession.

- Indicator 23. You practice in accordance with the values outlined in the *Code of Ethics*.

- **Value A. Providing Safe, Compassionate, Competent and Ethical Care**

Nurses provide safe, compassionate, competent and ethical care.

Ethical Responsibilities:

1. Nurses have the 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. They work with others to resolve differences in a constructive way.

- **Standard IV: Ethical Practice**

Registered nurses recognize, promote and uphold the ethical standards of the nursing profession.

- Indicator 25. You distinguish when digital technology/applications enhance nursing practice and when they breach the *Standards of Practice* or the *Code of Ethics* and use them appropriately (e.g. social media).

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 the discipline committee, 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 alert other registered nurses of the egregious nature of this action and of the seriousness of the inappropriate use of social media.

The member appeared before the investigation committee and was read the censure.