



In compliance with Council Policy- GP-11, some details of the matter have been removed to maintain the privacy of personal information of some of the persons involved.

**In The Matter of:** **The Regulated Health Professions Act, S.M.2009, c. 15**

**And in The Matter of:** Laura Fondeur, a member of the College of Registered Nurses of Manitoba

**To:** Laura Fondeur

**TAKE NOTICE** that the Complaints Investigation Committee (the “committee”) of the College of Registered Nurses of Manitoba resolves and hereby censures the member with respect to:

Purposefully leaving used disposable facemasks scattered around an area of her neighborhood numerous times over the course of approximately 3 months.

On November 18, 2021, in accordance with section 102(1)(d) of *The Regulated Health Professions Act* (the “RHPA”), the committee decided to censure the member as a record of its disapproval of her conduct.

Censure creates a disciplinary record that may be considered in the future by the committee or an Inquiry Committee when determining the action to be taken following an investigation or hearing.

### **I. The Relevant Facts Are:**

From the middle of December 2020 until March 2021, the member left used disposable facemasks scattered around an area of her neighborhood. Her rationale for this conduct was that she felt certain people in her neighborhood were not compliant with public health orders and she “decided to leave a mask symbolizing an ongoing pandemic” and as a reminder to “mind precautions”.

On or about March 23, 2021, the member was charged with Mischief Causing Danger and Mischief Under \$5000.00 under the Criminal Code of Canada. These charges were ultimately stayed because she participated in a court diversion program.

### **II. On these facts of the Complaints Investigation Committee records its disapproval of the member’s conduct.**

People in the member’s neighborhood were aware that she was a Registered Nurse and engaged in nursing practice during the COVID-19 pandemic. Under the circumstances, the committee views the conduct of placing used facemasks on their property as bizarre, menacing, and perceived as threatening behaviour.

Overall, the member’s conduct is reprehensible. Her actions negatively reflect upon and shatter the integrity and reputation of the profession of nursing.

Registered nursing is a self-regulated profession in Manitoba. Registered Nurses must recognize that self-regulation is a privilege, and that each Registered Nurse has a continuing responsibility to meet the *Standards of Practice for Registered Nurses* and the *Code of Ethics for Registered Nurses*.

On these facts, the committee records its disapproval of the lack of professionalism in failing to adhere to the ethical values and standards of practice.

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

On these facts the committee believes that the censure should be published as it will act as a specific deterrence for the member and as a general deterrence for other registered nurses.

On these facts, the committee orders the member to pay costs of \$1000.