

II. Practice Directions and Code of Ethics

The Committee is reasonably satisfied that the facts support that the Registrant did not meet the following standards of practice for Registered Nurses:

Practice Direction: Practice Expectations for RNs

Professional Practice:

Registered nurses are accountable and responsible to demonstrate professional behaviours, attributes and values that uphold trust in the profession of registered nursing. As an RN, you must:

2. Promote a practice environment that supports responsibility, accountability, professional development, and respect for others by:
 - a. Acting as a mentor, coach, preceptor and/or resource to students, nursing colleagues and other members of the health-care team.

Ethical Practice:

Registered nurses recognize, promote, and uphold the ethical standards of the nursing profession. As an RN, you must:

14. Practise in accordance with the values outlined in the Code of Ethics.

Cultural Safety, Cultural Humility and Anti-racism in Practice:

Registered Nurses reflect, learn, act, and work collaboratively to create an environment to promote cultural safety and anti-racism in all domains of registered nursing practice. As an RN, you must:

18. Take active steps to identify, address, prevent, and eliminate any form of racism including Indigenous specific racism.
19. Create an environment to promote culturally safe health care experiences where clients' physical, mental/ emotional, spiritual, and cultural needs can be met.

Code of Ethics for Registered Nurses (CNA)

Part I. Nursing Values and Ethical Responsibilities

Nurses in all contexts and domains of practice and at all levels of decision-making bear the ethical responsibilities identified under each of the seven primary nursing values. These responsibilities apply to nurses' interactions with all persons who have health-care needs or are receiving care as well as with students, colleagues and other health-care providers. The responsibilities are intended to guide nurses in applying the Code to their practice. They also serve to articulate nursing values to employers, other health-care providers and the public. Nurses help their colleagues implement the Code and they ensure that nursing students are acquainted with it.

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 and other members of the health-care team.
12. Nurses foster a safe, quality practice environment (CNA & Canadian Federation of Nurses Unions [CFNIJI, 2015]).

D. Honouring Dignity

Nurses recognize and respect the intrinsic worth of each person.

Ethical responsibilities:

13. Nurses treat each other, colleagues, students and other health-care providers in a respectful manner, recognizing the power differentials among formal leaders, colleagues and students. They work with others to honour dignity and resolve differences in a constructive way.

F. Promoting Justice

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

Ethical responsibilities:

1. Nurses do not discriminate on the basis of a person's race, ethnicity, culture, political and spiritual beliefs, social or marital status, gender, gender identity, gender expression, sexual orientation, age, health status, place of origin, lifestyle, mental or physical ability, socio-economic status, or any other attribute.
3. Nurses refrain from judging, labelling, stigmatizing and humiliating behaviours toward persons receiving care or toward other health-care providers, students and each other.

III. On these facts of the Complaints Investigation Committee records its disapproval of the Registrant's conduct.

As an RN you must carefully consider the words you use while at work. The use of racially charged language in the workplace has the potential for harm and can be viewed as disrespectful.

Word choice has the potential to impact the work environment in positive or negative ways. Word choice that is viewed as harmful can have negative repercussions on the patients not just in your care, but on the unit as a whole. High quality and safe patient care depends on the ability of health care providers to communicate well with each other and with patients.

You admit to using the words "[REDACTED]" while at work. While you claim you meant it in a way that was positive, that you live in a community [REDACTED] there were colleagues who heard the words you said and found the phrase harmful.

The Committee's position is that while you were engaged in RN practice, you displayed a lack of cultural sensitivity and spoke without considering the impact your statement may have on others. As an RN with decades of experience, you ought to have known better than to have used racially charged language.

This is compounded as there is a potential for harm to the profession as a whole when racially insensitive language is used in the workplace, as it may be overheard and interpreted as harmful by others, including patients and their families.

A reasonable and prudent registered nurse ought to have been aware of, and considered, how the use of racially charged words may have been viewed as disrespectful by others and created an uncomfortable work environment.

Registered nursing is a self-regulated profession in Manitoba, governed by *The Regulated Health Professions Act* (RHPA). RNs must recognize that self-regulation is a privilege and that each RN has a continuing responsibility to meet the Practice Expectations 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 you do not have a disciplinary record.

The Censure will adequately protect the public's concern regarding the use of racially charged language in the workplace.

On these facts the Committee believes that the Censure should be published as it to act as a specific deterrence for you, the Registrant, and as a general deterrence for other Registered Nurses.

On these facts, the Committee ordered you to pay costs of \$1000.