



CENSURE

IN THE MATTER OF: THE REGULATED HEALTH PROFESSIONS ACT, S.M.2009, C. 15

AND IN THE MATTER OF: IAN CARGANILLO, REGISTRANT #148132, A MEMBER OF THE COLLEGE OF REGISTERED NURSES OF MANITOBA

TAKE NOTICE that the Complaints Investigation Committee (the “Committee”) of the College of Registered Nurses of Manitoba resolves and hereby issues this censure with respect to your registered nursing conduct as follows:

- You engaged in unprofessional conduct that jeopardized the safety, learning, and wellbeing of the nursing students under your supervision.
- You engaged in boundary crossings and boundary violations with nursing students.
- You committed privacy violations by using your personal phone to take photographs of nursing students performing procedures in patient rooms.

On April 9, 2026, in accordance with section 102(1)(d) of *The Regulated Health Professions Act* (the “RHPA”), the Committee decided to censure you as a record of its disapproval of the deficiencies in your conduct.

Censure creates a disciplinary record which 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.

RELEVANT FACTS:

You were employed by the University of Manitoba as a Clinical Education Facilitator (CEF) under a term contract and were responsible for supervising nursing students in the clinical environment. On November 3, 2023, before the completion of your contract, your employment was suspended following concerns that you had engaged in unethical conduct and may have compromised the safety and wellbeing of the students under your supervision. The following concerns were reported:

- A nursing student sustained a needle stick injury during a clinical session. Although you were made aware of the incident, you did not report it as required by protocol and did not advise the student to complete any documentation. The reporting process outlined in the course syllabus was not followed. Your position was that you acted according to your best judgement, as there was no policy regarding this type

of needlestick injury. A reasonable and prudent registered nurse in your role would have recognized the obligation to escalate the incident, to support the affected student, and to ensure appropriate documentation, regardless of whether the needle was considered clean or dirty.

- You permitted students to perform clinical skills they had not yet learned in the lab. One student described the resulting experience as "humiliating." During the procedure, you made comments about the patient's anatomy that the student found distressing and inappropriate. This conduct compromised the dignity of both the patient and the students and undermined the learning environment.
- During a site visit, the Clinical Course Leader observed that students in your clinical group lacked essential knowledge and were not using required worksheets or researching medications as instructed. Despite being asked to address these gaps, you did not provide sufficient support or follow-up. Your position was that you assessed their knowledge randomly. This approach was inconsistent with the expectations of your role and created a risk of unsafe medication practice by novice learners.
- Several students reported that you engaged in unwanted physical contact, including touching a student's hair, forearm, and lower back, and tying personal protective equipment on students in a manner that made them uncomfortable. You made comments about students' appearance and asked personal questions about their relationships. Although you denied any inappropriate physical contact or commentary, the Committee accepted the consistent accounts of the students on the balance of probabilities.
- Despite being notified in writing by the Clinical Course Leader to limit contact to emergencies, you continued to contact students individually and in groups through Telegram, a social media application. You also discussed the progress and performance of individual students with other members of the group, including negative comments about specific students, indications of who might fail, and expressions of reluctance to support certain students. Students reported fear of retribution should they raise concerns. This conduct undermined student confidentiality, psychological safety, and the trust required in the instructor–student relationship.
- You used your personal phone to take photographs during procedures in patient rooms. Some of these photographs were shared with students through Telegram, and in some instances forwarded to the Clinical Course Leader. Some photographs were taken without student consent. This practice was contrary to University of Manitoba policy, which prohibits taking photographs in the clinical facility. The Clinical Course Leader expressed concern that this conduct could confuse students,

who were in their second term and still developing their understanding of the requirements of The Personal Health Information Act (PHIA).

- At the time you accepted the CEF position, you declined to complete the required orientation, citing your full-time employment as a registered nurse elsewhere. As a result, you assumed a position of trust and responsibility for the education and safety of nursing students without grounding yourself in the University's expectations, policies, and reporting requirements. This decision contributed to the subsequent failures identified during the investigation, including the failure to follow needlestick reporting requirements, medication safety expectations, and privacy and social media policies.

I. Practice Directions for RNs, Code of Ethics, and Entry-Level Competencies (ELCs) for the Practice of Registered Nurses

The Committee is reasonably satisfied that on the balance of probabilities the Registrant did not meet the following Practice Directions: Practice Expectations for RNs (2022).

Professional Practice 1;
Competent Practice 2 and 7;
Professional Communication 10;
Ethical Practice 14 and 15; and
Client-centered Practice 24.

The Committee is reasonably satisfied that on the balance of probabilities the Registrant did not meet the following Values and Ethical Responsibilities from the Code of Ethics (2017).

- A. Providing safe, compassionate, competent and ethical care A.2. A.3;
- D. Honouring dignity D.1 D.2 D.4 D.5 D.7 D.13;
- E. Maintaining privacy and confidentiality E.1 E.3 E.8 E.10 E.11; and
- F. Promoting justice F.3 F.4.

The Committee is reasonably satisfied that on the balance of probabilities the Registrant did not meet the following Entry Level Competencies (ELCs) for the Practice of Registered Nurses (2019).

- 1. Clinician 1.1;
- 2. Professional 2.1, 2.2, 2.4, 2.6, 2.8, 2.9;
- 4. Collaborator 4.1; and
- 6. Leader 6.4.

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

You overwhelmingly failed to meet your professional standards and obligations while supervising nursing students in the clinical environment. As a CEF, you held a position of trust and authority in relation to a group of vulnerable learners who depended on you for education, guidance, role modelling, and psychological and physical safety. Your conduct fell short of what is expected of a reasonable and prudent registered nurse in an educator role.

A reasonable and prudent registered nurse in your role ought to have completed the required orientation and familiarized themselves with the University's policies, the course syllabus, and the applicable reporting and safety requirements. You ought to have reported the student's needlestick injury, supported the student through the required documentation. You ought to have ensured that students only performed skills for which they had been prepared, in a manner that protected both their dignity and the patient's dignity.

You were also expected to provide ongoing educational support to address knowledge gaps, require students to research medications, complete medication checks, and use the assigned worksheets. Further, you were required to always maintain clear and consistent professional boundaries with students by avoiding physical contact, personal comments about appearance, and questions about students' personal relationships.

You were expected to limit communication with students to appropriate channels and to matters directly related to the clinical rotation, and to comply with the Clinical Course Leader's direction to restrict contact to emergencies. Finally, you ought to have refrained from taking or sharing any photographs in the clinical setting in accordance with university policy and PHIA.

Your conduct represented a serious breach of the trust placed in you by the University of Manitoba, the College, and, most importantly, the nursing students under your supervision. It also created risk to the patients under the students' care and to the integrity of the profession of registered nursing. The Committee is particularly concerned that these failures occurred across the fundamental domains of your role: patient and student safety, professional boundaries, privacy, and educational responsibility.

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 *Practice Directions: Practice Expectations for RNs*, the *Code of Ethics*, the *Entry-Level Competencies (ELCs) for the Practice of Registered Nurses*, and all other requirements under the RHPA. On these facts, the Committee records its disapproval of your lack of professionalism in failing to adhere to the ethical values and standards of registered nursing 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 Committee is satisfied that a censure will provide the regulatory force necessary to convey the seriousness of these deficiencies, to protect the public, and to reinforce the professional obligations of registered nurses acting in educator roles.

In accordance with section 104(1) of the RHPA, the Committee directs you to appear in person before the Committee to be censured.

In accordance with section 104(2) of the RHPA, the Committee has directed that this censure be published in full, including your name and a description of the circumstances that led to the censure, to act as a specific deterrence for you, the Registrant, and as a general deterrence for other registered nurses.

In accordance with section 104(4) of the RHPA, the Committee ordered the Registrant to pay costs of \$5000.00.