College of Registered Nurses of Manitoba

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CENSURE

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

AND IN THE MATTER OF: THADDEUS ROSARIO, REGISTRANT # 144442, A REGISTRANT 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 censures you with respect to:

- You failed to demonstrate professional presence, attributes and values. You failed to promote a practice environment which supports a responsible and respectful attitude. You failed to take responsibility for your professional conduct and safe practice. You failed to identify how your behaviour could have an injurious effect on other individuals.
- You failed to demonstrate skill in communication between yourself and other team members.
- You failed to practice in accordance with the values outlined in the Code of Ethics.

On June 11, 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.

I. The Relevant Facts Are:

A mandatory employer report from Riverview Health Centre stated that you engaged in inappropriate workplace conduct toward a health care aide (HCA) between January and July 2024, including repeated unwanted physical contact, kissing, touching of her hair and ear, and entering areas where your presence was not required. Your employer issued you a five-day unpaid suspension.

The HCA reported multiple incidents that occurred over several months and stated that your conduct caused anxiety, discomfort, and loss of sleep. The HCA ultimately chose to resign from her position and seek alternative employment. A colleague corroborated that the HCA disclosed these concerns contemporaneously.

You denied allegations of massaging, kissing, or intentionally inappropriate conduct. You maintained that any physical contact consisted of brief shoulder taps or accidental contact, which you described as culturally motivated gestures or actions related to patient care. You acknowledged one incident involving touching the health care aide's hair and earring without permission but characterized it as an attempt to help untangle her hair and stated you stopped when asked.

In assessing the evidence and information before it, the Committee considered the following:

a. The HCA was reluctant to disclose the reported conduct and did so only after determining that she would be commencing a leave of absence.
b. The HCA maintained contemporaneous records of the incidents, including dates and details of the conduct she reported.
c. A colleague confirmed that the HCA disclosed concerns regarding your conduct while the events were occurring.
d. You acknowledged that, during at least one interaction, the HCA told you to "stop." You acknowledged that you did not listen to her request because, "she did not elaborate on what 'stop' meant."

II. Practice Directions and Code of Ethics

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

a. Professional Practice: 2c;
b. Professional Communication: 10, 11;
c. Ethical Practice: 14; and
d. Collaborative Care: 26f.

The Committee is reasonably satisfied that on the balance of probabilities you did not meet the following values and ethical responsibilities from the Code of Ethics (2017):

a. A1, A12; and
b. D1, D13.

The Committee is reasonably satisfied that on the balance of probabilities you did not meet the following Entry Level Competencies (2019):

a. Professional: 2.2, 2.5, 2.6;
b. Collaborator: 4.1; and
c. Leader: 6.4, 6.6.

III. On these facts of the Complaints Investigation Committee records its disapproval of your conduct.

Non-consensual physical contact with a colleague is inappropriate under any circumstances. Cultural explanations do not negate your obligation to comply with professional standards and workplace expectations. Your conduct was directed at one colleague and, according to the Manager, was inconsistent with your typical interpersonal interactions with other colleagues. You singled out this HCA, and the Committee finds that your conduct was

inappropriate, disrespectful, and incompatible with the standards of professionalism expected of a registered nurse.

The conduct was not a single isolated event. Rather, the evidence describes multiple incidents occurring over several months. The repeated nature of the conduct significantly aggravates its seriousness and demonstrates a persistent failure to recognize and maintain appropriate professional boundaries.

Furthermore, the Committee is particularly concerned that the HCA reported telling you to "stop" and that you acknowledged hearing that directive, ignored her, and persisted. A reasonable and prudent registered nurse would recognize such a statement as a clear and concise indication that the interaction was unwanted and would immediately discontinue the conduct.

The evidence demonstrates that the HCA experienced significant discomfort and anxiety in the workplace as a direct result of your conduct. The HCA altered her behaviour and routine in order to avoid being alone with you and she sought the presence of colleagues for comfort and safety. As such, the Committee finds that your conduct seriously undermined the boundaries expected of a healthy, respectful, and psychologically safe workplace.

A power imbalance naturally existed between you, the registered nurse, and the HCA. This imbalance imposed a heightened responsibility on you, as the registered nurse, to maintain clear, professional boundaries and to ensure that all workplace interactions were respectful and appropriate. Your status as a registered nurse does not entitle you to disregard the thoughts, feelings, or personal space of the HCA. Differences in designation, authority, or responsibility must never be used to justify inappropriate conduct. You were required to exercise sound professional judgment and regulate your behaviour for which you failed to do so.

You are an experienced registered nurse who has worked on the same unit for many years. Your experience within the workplace increased your responsibility to model professional conduct and maintain appropriate boundaries with other members of the health-care team.

Your conduct represented a serious failure to maintain appropriate professional boundaries and to interact with a colleague in a respectful, civil, and constructive manner. A registered nurse occupies a position of trust and is expected to contribute to a safe, respectful, and collaborative practice environment. Conduct that intimidates others or creates an unsafe work environment is unacceptable. Your behaviour undermined the effectiveness of the team, discouraged staff from raising concerns, and jeopardized the culture of safety required for competent patient care.

Any unwanted physical contact with any individual is unacceptable. Registered nurses are expected to maintain professional boundaries and respect the dignity, autonomy, and personal space of all individuals at all times. There are no circumstances in which a nurse should assume that non-consensual or unnecessary physical contact is appropriate. You failed to maintain a professional presence and engaged in conduct inconsistent with the ethical, moral, and professional obligations of your position.

Registered Nurses occupy positions of trust and are expected to conduct themselves in a manner that promotes safety, dignity, and respect. The Committee finds that your conduct constituted a serious breach of that trust and that you fell well below the standards

expected of a reasonable and prudent registered nurse. The Committee finds that such conduct significantly undermines the public confidence in the nursing profession and cannot be justified, excused, or tolerated.

The Committee views your conduct with the utmost seriousness. Your actions fell markedly below the conduct expected of a regulated health professional and risked damaging public confidence in the nursing profession. The profession cannot tolerate conduct that erodes psychological safety, disrupts collaboration, or creates an environment in which another health care worker may feel unsafe, disrespected or unable to perform their duties without fear of further inappropriate treatment.

The Committee strongly recommends that you immediately engage in meaningful self-reflection and self remediation concerning your professional boundaries, workplace conduct, understanding of consent, and respectful interpersonal relationships to ensure that similar behaviour never occurs again in the future.

Registered nursing is a self-regulated profession in Manitoba. RNs must recognize that self-regulation is a privilege and that each RN 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 your 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 the you do not have a disciplinary record. The Committee has determined that a censure is necessary to address the seriousness of the conduct, to reinforce professional standards, and to promote public confidence in the profession and the regulatory process.

In accordance with section 104(2) of the RHPA, the Committee directs that the censure be published 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 directs that you pay costs in the amount of $5,000.00.