

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

pursuant to section 55(2)(a.1) of the *Health Professions Act*

BETWEEN:

AYUKESONG BESONG, #88,550
(the “**Registrant**”)

and

College and Association of Registered Nurses of Alberta
also known as College of Registered Nurses of Alberta
(the “**College**”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Registrant and the College, dated with effect **May 11, 2022**. The below constitutes a summary of such DCRA:

Through a DCRA with the College, AYUKESONG BESONG, #88,550 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arising from two (2) complaints to the College include the following:

- Over a period of approximately four (4) months, the Registrant failed to treat their colleagues in a respectful manner and failed to act professionally in the workplace when:
 - On one (1) occasion, they inappropriately touched Colleague 1 in the workplace without consent or invitation to do so;
 - On one (1) occasion, they raised their voice to Colleague 1 in an intimidating manner;
 - On one (1) or more occasions, they inappropriately touched Colleague 2 in the workplace without consent or invitation to do so;
 - On one (1) or more occasions, they made inappropriate comments to Colleague 1, Colleague 2 and Colleague 3, including unwanted excessive compliments, and unwanted comments about their appearance;
 - On one (1) occasion they failed to treat their colleague in a respectful manner and failed to act professionally when they inappropriately touched Colleague 3 in the workplace without Colleague 3’s consent or invitation to do so, including an unwanted hug and touching their buttocks area;
 - On one (1) occasion they made an inappropriate sexual comment to Colleague 3 in the workplace regarding tasting Colleague 3’s lips while alone in the break room.

The Registrant shall be suspended for sixty (60) days, with fifteen (15) days commencing immediately and forty-five (45) days held in abeyance on the condition that the Registrant complies with the DCRA and there are no further complaints that raise professionalism, harassment, or boundary concerns within the next three (3) years. The Registrant shall also pay a fine of \$3,000 and write a behavior improvement plan. The Registrant agreed to provide practice report letters indicating they are practicing at the standard expected of a RN. At the time signing the DCRA, the Registrant had successfully completed the required course work on professionalism and boundaries. Conditions shall appear on the College register and on the Registrant's practice permit.