



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

BETWEEN:

ADAM BALOGH #72,319
(the “**Registrant**”)

and

The College and Association of Registered Nurses of Alberta
(“**CARNA**”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Registrant and CARNA, dated with effect **SEPTEMBER 13, 2021**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, ADAM BALOGH, #72,319 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from one (1) complaint to CARNA include the following:

- Between 2013 and 2021, the Registrant failed to act professionally, failed to treat their colleagues with respect and failed to refrain from participating in humiliating behaviors towards their colleagues, when they:
 - made inappropriate sexual comments about their female colleagues’ personal relationships;
 - made inappropriate compliments to their female colleagues about their bodies and physical appearances, in and outside, the workplace;
 - made inappropriate and sexual jokes in the presence of their female colleagues;
 - sent their female colleagues inappropriate and sexual comments via social media, in and outside, the workplace; and
 - made inappropriate jokes to a female colleague about creating pornographic content.

The Registrant agreed to complete course work on professionalism, serve a suspension of forty-five (45) days, pay a fine of \$4500.00 and complete a behavior improvement plan focusing on professionalism and respectful communication with other members of the healthcare team. The Registrant shall complete a period of indirect supervision in their practice setting and must provide a letter from any new employer for a period of three (3) years. Conditions shall appear on the CARNA register and on the Registrant's practice permit.