



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

**BETWEEN:**

**JAMES CLEAL #63,790**  
(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 **November 23, 2021**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, JAMES CLEAL, #63,790 (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 and includes the following:

- The Registrant failed to refrain from participating in unbecoming behaviors towards other healthcare workers and failed to act professionally when they:
  - Between January 1, 2016 and May 15, 2019, the Registrant failed to treat their colleagues in a respectful manner and failed to act professionally when they made physical contact with their female colleagues in an unwelcome manner while in the workplace on numerous occasions.
  - Between January 1, 2016 and May 15, 2019, the Registrant failed to treat their colleagues in a respectful manner and failed to act professionally they made numerous unwelcome comments towards their female colleagues while in the workplace.
  - In 2018, on two occasions, the Registrant failed to maintain appropriate therapeutic boundaries while in a patient group therapy session when they discussed inappropriate information with their patients.

The Registrant shall be suspended for thirty five (35) days. They also agreed to complete coursework and a self-improvement plan. Upon returning to practice, the Registrant must be under indirect supervision for four months. Conditions shall appear on the CARNA register and on the Registrant’s practice permit.