

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

MAE ANNE MIKKO MANALO, #123,051
(the “**Registrant**”)

and

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 February 25, 2026. The below constitutes a summary of such DCRA:

“Through an Agreement with the College, Mae Anne Mikko Manalo, #123,051 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from two (2) complaints to the College and includes the following:

- On or about between July and August, 2025, the Registrant demonstrated behavior that was unprofessional when they failed to follow their employer’s process for absences, contrary to the Canadian Nurses Association Code of Ethics (2017) (“**Code of Ethics**”), the Practice Standards for Registrants (2023) (“**Practice Standards**”), and one or more employer policies or procedures.
- On or around approximately September 18, 2025, the Registrant demonstrated a lack of knowledge, skill and/or judgment in the provision of professional nursing services when, contrary to the Canadian Nurses Association Code of Ethics (2017) (“**Code of Ethics**”) the Practice Standards for Registrants (2023) (“**Practice Standards**”) and the *Documentation Standards (2022)* (“**Documentation Standards**”), they did one (1) or more of the following:
 - Used medical tape to secure the pacifier of an infant;
 - Failed to report or document improper use of medical tape.

The Registrant agreed to coursework, period of employer references and a suspension to be held in abeyance. Conditions shall appear on the College register and on the Registrant’s practice permit.”