

# DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

**BETWEEN:**

**TRUDY-MARIE CYMBALUK, #58,298**  
(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 **MARCH 16, 2022**. The below constitutes a summary of such DCRA:

Through a DCRA with the College, Trudy-Marie Cymbaluk, #58,298 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from one (1) complaint to the College and includes the following:

- On one occasion, the Registrant failed to demonstrate adequate judgment and failed to provide client-centered care to Patient 1, who was suffering from paralysis and was in the intensive care unit (“**ICU**”), when the Registrant moved the patient’s call bell from where the patient could reach it, dimmed the lights so the room was dark, closed the glass sliding doors and closed the curtains of the patient’s room leaving only a small portion open.
- In addition, the Registrant failed to demonstrate effective and respectful communication with Patient 1 about the patient pressing their call bell.
- During their shift, the Registrant failed to adequately collaborate with other members of the health care team regarding Patient 1’s care and their patient assignment.
- Next, the Registrant failed to adequately document their care of Patient 1, including that the patient was increasingly anxious, the patient kept pressing their call bell and that the Registrant moved the patient’s call bell from where they could reach it.
- Finally, the Registrant failed to be accountable when they told their colleagues that they moved Patient 1’s call bell from where the patient could

reach it, their colleagues advised the Registrant that their actions were not acceptable, and the Registrant did not return the patient's call bell but instead a colleague replaced the call bell.

The Registrant agreed to complete course work on relational care and critical thinking in nursing, pay a \$650.00 fine and complete a behavior improvement plan on improving their patient centered care. In addition, the Registrant must provide a letter from any active employer. Conditions shall appear on the College register and on the Registrant's practice permit.