

# DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

**BETWEEN:**

**AARON NOWLAN, #74,311**  
(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 March 25, 2024. The below constitutes a summary of such DCRA:

Through an Agreement with the College, AARON NOWLAN, #74,311 (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 include the following:

- In September 2023, the Registrant failed to act professionally and failed to treat their nursing student colleague with respect when made numerous inappropriate comments towards a nursing student, inappropriately inquired about the nursing student’s intimate and personal life and placed their hand on the nursing student’s shoulder in a manner that made them uncomfortable.

The Registrant agreed to complete coursework on professionalism and ethics, must serve a suspension, complete a behavior improvement plan, and complete a period of supervision in the workplace. Conditions shall appear on the College register and on the Registrant’s practice permit.