

NOTICE OF FORMAL HEARING

TO: Keisha Dorothy, Respondent

AND TO: Gabrielle Sampson, Complainant A

AND TO: Melanie Gallant, Complainant B

AND TO: Council of the Prince Edward Island College of Nursing and Midwifery

TAKE NOTICE that pursuant to section 55(2) of the *Regulated Health Professions Act*, SPEI 2013, c. 48, (the "Act") you are hereby notified of a hearing ("Hearing") into two complaints, the first made by Gabrielle Sampson dated October 15, 2024, and the second made by Melanie Gallant dated November 6, 2024, whereby it is alleged that you, Keisha Dorothy, nurse registration number 006496, engaged in conduct which violated the provisions of the Act.

The Hearing shall commence at 9:00 AM on September 21st, 2026, at the office of the Prince Edward Island College of Nursing and Midwifery at 45 Paramount Drive, Charlottetown, Prince Edward Island, and will be continued at the same location on September 22, 2026 at 9:00 AM or such further dates as are set by the hearing committee.

The allegations which will be considered at the Hearing relate to the following incidents:

1. Between March 2024 and September 2024, while employed as a Registered Nurse ("RN") at the Maternal Child Care Unit of Prince County Hospital, Prince Edward Island ("PEI"), you engaged in conduct which violated the provisions of the Act, in that you accessed medical records, including client charts and coworkers' charts, without authorization, on numerous occasions, as alleged by the Complainant, Gabrielle Sampson.
2. Between July 1, 2024 and October 12, 2024, while employed as a RN at Prince County Hospital, PEI, you engaged in conduct which violated the provisions of the Act, in that you accessed patient files without a valid reason, on numerous occasions, as alleged by the Complainant, Melanie Gallant.

Allegation One contravenes the Act in that it constitutes professional misconduct pursuant to section 57(1)(a) and (a.1) of the Act, and/or incompetence pursuant to section 57(2)(a) of the Act.

Allegation Two contravenes the Act in that it constitutes professional misconduct pursuant to section 57(1)(a) and (a.1) of the Act, and/or incompetence pursuant to section 57(2)(a) of the Act.

Schedule "A" annexed hereto contains reference to relevant provisions of the Standards for Nursing Practice and Code of Ethical Conduct for Registered Nurses and Nurse Practitioners, for the purposes of the Act.

FURTHER TAKE NOTICE THAT where the hearing committee finds that a respondent member of the Prince Edward Island College of Registered Nursing and Midwifery is guilty of professional misconduct or incompetence, that member may be subject to a penalty as provided in the Act.

Dated at Charlottetown, Queens County, Prince Edward Island, this 17th day of August 2026.



Melissa Panton, BScN MN RN
Registrar, Prince Edward Island
College of Registered Nursing &
Midwifery

Schedule "A"

STANDARDS FOR NURSING PRACTICE

STANDARD 2 - Competent Application of Knowledge

Each nurse demonstrates competency relevant to area of nursing practice.

Indicators

Each nurse:

[...]

- 2.2** Uses current theoretical knowledge and professional judgment, critical inquiry and reflection in making decisions and implements actions relevant to the needs of the client and area of practice.
- 2.3** Uses communication processes to establish, maintain and conclude therapeutic and professional relationships.

STANDARD 3 - Responsibility and Accountability

Each nurse demonstrates responsibility and accountability to the public by providing competent, safe and ethical nursing practice.

Indicators

Each nurse:

[...]

- 3.2** Practices in accordance with the RHPA and its Regulations and Bylaws; the CRNPEI Standards for Nursing Practice; the CNA Code of Ethics; other relevant CRNPEI documents; other relevant Acts and legislation; and individual competence and ability to evaluate own practice.
- 3.3** Has the current knowledge, skill and judgment needed to practice in her or his setting.
- 3.4** Is responsible and accountable for her/his actions and decisions at all times.
- 3.5** Exercises reasonable judgment in decision making.
- 3.6** Follows established policies and procedures.

STANDARD 4 – Advocacy

Each nurse demonstrates advocacy for clients in their relationship with the health system by responding to their needs in a way that supports, protects and safeguards the client's rights and interests.

Indicators

Each nurse:

- 4.1 Acts as an advocate to protect and promote a client's right to self-determination, autonomy, respect, privacy, dignity and access to information.

[...]

- 4.6 Supports the development and implementation of policies which ensure the client's rights are respected.

STANDARD 5 - Continuing Competence

Each nurse demonstrates responsibility for maintaining competence, fitness to practice and integrating new knowledge and skills in own area of practice.

Indicators

Each nurse:

[...]

- 5.3 Seeks out and uses feedback from others in assessing own practice and provides feedback to others to support their professional development.

[...]

- 5.6 Applies problem-solving processes in decision-making and evaluates these processes.

[...]

- 5.8 Assesses personal competence and assumes responsibility in meeting own professional learning needs and assumes responsibility to acquire knowledge and skills to improve personal practice.

CODE OF ETHICAL CONDUCT for Registered Nurses and Nurse Practitioners

Principle 1: Nurses respect clients' dignity

Nurses work collaboratively with clients and are sensitive to and respectful of their needs. To achieve this, nurses are expected to:

- 1.1 Treat clients with respect, empathy and compassion.

[...]

- 1.6 Maintain clients' privacy and dignity, regardless of where the client receives care or of its mode of delivery. This includes after the nurse-client relationship ends.

Principle 2: Nurses provide inclusive and culturally safe care by practicing cultural humility.

Nurses understand how personal attributes and societal contexts, such as disabilities, sexual identity, BIPOC racism, influence client care. To achieve this principle, nurses are expected to:

[...]

- 2.1 Self-reflect on and identify how their privileges, biases, values, belief structures, behaviours and positions of power may impact the therapeutic nurse-client relationship.

[...]

Principle 4: Nurses work respectfully with the health care team to best meet clients' needs.

In this principle, nurses are accountable to one another and are expected to build and maintain respectful relationships with the health care team. To achieve this, nurses are expected to:

[...]

- 4.7 Do not physically, verbally, emotionally, financially, or sexually harass or abuse health care team members.

[...]

- 4.12 Advocate for and contribute to a safe organizational culture, including psychological safety.

Principle 5: Nurses act with integrity in clients' best interest.

In this principle, nurses are honest and fair practitioners who strive to build a trustworthy, therapeutic, nurse-client relationship. To achieve this, nurses are expected to:

[...]

- 5.2 Protect the privacy and confidentiality of clients' personal health information as outlined in legislation and/or regulatory documents.

- 5.3 Only share clients' personal health information for therapeutic reasons and only in compliance with laws and standards of practice governing privacy and confidentiality.

[...]

- 5.7 Initiate, establish and maintain professional boundaries with clients and terminate the nurse-client relationship as set out in PEICNM Practice Directives.

- 5.8 Do not physically, verbally, emotionally, financially or sexually abuse, harass or neglect their clients.

[...]

- 5.10 Be truthful in their professional practice.

Principle 6: Nurses maintain public confidence in the nursing profession.

In this principle, nurses promote dignity and respect for the nursing profession by portraying professionalism and showing leadership. To achieve this, nurses are expected to:

- 6.1 Understand and practice in compliance with relevant laws, employer policies, standards of practice, and practice directives.

[...]

- 6.8 Self-reflect on their personal health and seek help if their health affects their ability to practice safely.
- 6.9 Remove themselves from the provision of care, in an appropriate manner, if they do not have the necessary physical, mental, or emotional capacity to practice safely and competently.

[...]

- 6.13 Not engage in any acts of professional misconduct or incompetence and reports any concerns related to these acts and/or fitness to practice and complies with duty to report.