

**BETWEEN:**

**COLLEGE OF NURSES OF ONTARIO**

- and -

**TASHANA GORDON  
REGISTRATION NO. 12517813**

**NOTICE OF HEARING**

**IT IS ALLEGED THAT:**

1. You have committed an act of professional misconduct as provided by subsection 51(1)(c) of the *Health Professions Procedural Code of the Nursing Act, 1991, S.O. 1991, c. 32*, as amended, and defined in subsection 1(1) of *Ontario Regulation 799/93*, in that while registered as a Registered Nurse you contravened a standard or practice of the profession or failed to meet the standards of practice of the profession, as follows:
  - a. on or about November 6-7, 2017, while employed at Chartwell Ballycliffe Long Term Care Residence in Ajax, Ontario:
    - i. you failed to complete head injury routine for [Patient A] who sustained an unwitnessed fall and/or falsely documented that you completed head injury routine at 01:15, 01:30, 01:45, 02:15, 03:45, 04:15, 04:45, 05:45 when you had not completed one or more of the documented assessments;
    - ii. you falsified a head injury routine document for [Patient A] in that you transcribed assessments completed by other nurses and forged their signatures; and/or
    - iii. you inappropriately threw [Patient A's] head injury routine document in the garbage;
  - b. while employed at Extendicare Cobourg Long Term Care in Cobourg, Ontario from September 2017 to January 2018:
    - i. on one or more unknown dates, you stated to [a Colleague] "your vagina is bulging out of your pants, that's disgusting" or words to that effect;

- ii. in or around December 2017 and/or January 2018, you stated to staff, including Personal Support Workers, “if any of you have a problem with me say it to my face” and/or asked staff to confront you if they have an issue with you and/or asked staff if they have a problem with you, or words to that effect;
- iii. in or around December 3, 2017, with respect to [Patient B]:
  - 1. you administered an unknown laxative without an authorizing order or applicable medical directive;
  - 2. you failed to document that you administered a laxative in the medication administration record; and/or
  - 3. you documented the administration of a PRN medication to promote bowel movement but failed to document what laxative was administered and what dose;
- iv. in December 2017, you falsely told one or more staff that you worked for the College of Nurses of Ontario and/or that you would audit them, or words to that effect; and/or
- v. on one or more occasions you raised your voice at staff in the presence of patients and/or family members;
- c. while employed at Henley Place in London, Ontario from February 1, 2020 to July 2021:
  - i. in the fall of 2020:
    - 1. you made inappropriate remarks to [Patient C] in that you stated “your pussy stinks” and/or “you are going to die if you don’t eat” or words to that effect; and/or
    - 2. you forced or attempted to force [Patient C] to eat, including by placing food into the Patient’s mouth;
  - ii. in or around March/April 2021, you forced or attempted to force [Patient D] to eat, including by placing food into the Patient’s mouth;

- iii. in or around May 2, 2021, you forced or attempted to force [Patient E] to ingest liquid;
  - iv. you stated to staff that patients with mobility issues are getting what they deserve because they were sinners earlier in their lives, or words to that effect; and/or
  - v. you yelled at staff on one or more occasions and in the presence of residents and/or family members;
  - vi. you administered medication to [Patient F] in his coffee and left the medication unattended with the Patient;
  - vii. you delegated medication administration of oral medications to Personal Support Workers and/or prepared medications and placed them on patients' meal trays for Personal Support Workers to administer; and/or
  - viii. you failed to remain with patients while they ingested their medications;
2. You have committed an act of professional misconduct as provided by subsection 51(1)(c) of the *Health Professions Procedural Code of the Nursing Act, 1991*, S.O. 1991, c. 32, as amended, and defined in subsection 1(7) of *Ontario Regulation 799/93*, in that while you were employed as a Registered Nurse at Henley Place in London, Ontario, you abused patients verbally, physically, and/or emotionally in that:
- a. in the fall of 2020:
    - i. you made inappropriate remarks to [Patient C] in that you stated "your pussy stinks" and/or "you are going to die if you don't eat" or words to that effect; and/or
    - ii. you forced or attempted to force [Patient C] to eat, including by placing food into the Patient's mouth;
  - b. in or around March/April 2021, you forced or attempted to force [Patient D] to eat, including by placing food into the Patient's mouth; and/or

- c. in or around May 2, 2021, you forced or attempted to force [Patient E] to ingest liquid;
3. You have committed an act of professional misconduct as provided by subsection 51(1)(c) of the *Health Professions Procedural Code of the Nursing Act, 1991, S.O. 1991, c. 32*, as amended, and defined in subsection 1(13) of *Ontario Regulation 799/93*, in that, while employed as a Registered Nurse at Extendicare Cobourg Long Term Care in Cobourg, Ontario, you failed to keep records as required in or around December 3, 2017 when you failed to document that you administered a laxative to [Patient B] in the medication administration record and/or failed to identify the type of laxative and dose administered in the progress notes; and/or
4. You have committed an act of professional misconduct as provided by subsection 51(1)(c) of the *Health Professions Procedural Code of the Nursing Act, 1991, S.O. 1991, c. 32*, as amended, and defined in subsection 1(14) of *Ontario Regulation 799/93*, in that, while employed as a Registered Nurse at Chartwell Ballycliffe Long Term Care Residence in Ajax, Ontario, you falsified records relating to your practice on or around November 6-7, 2017 when:
  - a. you falsely documented that you completed head injury routine for [Patient A] at 01:15, 01:30, 01:45, 02:15, 03:45, 04:15, 04:45, 05:45 when you had not completed one or more of the documented assessments; and/or
  - b. you falsified a head injury routine document in that you transcribed assessments completed by other nurses and forged their signatures; and/or
5. You have committed an act of professional misconduct as provided by subsection 51(1)(c) of the *Health Professions Procedural Code of the Nursing Act, 1991, S.O. 1991, c. 32*, as amended, and defined in subsection 1(37) of *Ontario Regulation 799/93*, in that while registered as a Registered Nurse, you engaged in conduct relevant to the practice of nursing that would reasonably be regarded by members of the profession as disgraceful, dishonourable or unprofessional, as follows:
  - a. on or about November 6-7, 2017, while employed at Chartwell Ballycliffe Long Term Care Residence in Ajax, Ontario:
    - i. you failed to complete head injury routine for [Patient A] who sustained an unwitnessed fall and/or falsely documented that you completed head injury routine at 01:15, 01:30, 01:45, 02:15, 03:45, 04:15, 04:45, 05:45 when you had not completed one or more of the documented assessments;

- ii. you falsified a head injury routine document for [Patient A] in that you transcribed assessments completed by other nurses and forged their signatures; and/or
  - iii. you inappropriately threw [Patient A's] head injury routine document in the garbage;
- b. while employed at Extendicare Cobourg Long Term Care in Cobourg, Ontario from September 2017 to January 2018:
  - i. on one or more unknown dates, you stated to [a Colleague] "your vagina is bulging out of your pants, that's disgusting" or words to that effect;
  - ii. in or around December 2017 and/or January 2018, you stated to staff, including Personal Support Workers, "if any of you have a problem with me say it to my face" and/or asked staff to confront you if they have an issue with you and/or asked staff if they have a problem with you, or words to that effect;
  - iii. in or around December 3, 2017, with respect to [Patient B]:
    - 1. you administered an unknown laxative without an authorizing order or applicable medical directive;
    - 2. you failed to document that you administered a laxative in the medication administration record; and/or
    - 3. you documented the administration of a PRN medication to promote bowel movement but failed to document what laxative was administered and what dose;
  - iv. in December 2017, you falsely told one or more staff that you worked for the College of Nurses of Ontario and/or that you would audit them, or words to that effect; and/or
  - v. on one or more occasions you raised your voice at staff in the presence of patients and/or family members;
- c. while employed at Henley Place in London, Ontario from February 1, 2020 to July 2021:

- i. in the fall of 2020:
  1. you made inappropriate remarks to [Patient C] in that you stated “your pussy stinks” and/or “you are going to die if you don’t eat” or words to that effect; and/or
  2. you forced or attempted to force [Patient C] to eat, including by placing food into the Patient’s mouth;
- ii. in or around March/April 2021, you forced or attempted to force [Patient D] to eat, including by placing food into the Patient’s mouth;
- iii. in or around May 2, 2021, you forced or attempted to force [Patient E] to ingest liquid;
- iv. you stated to staff that patients with mobility issues are getting what they deserve because they were sinners earlier in their lives, or words to that effect; and/or
- v. you yelled at staff on one or more occasions and in the presence of residents and/or family members;
- vi. you administered medication to [Patient F] in his coffee and left the medication unattended with the Patient;
- vii. you delegated medication administration of oral medications to Personal Support Workers and/or prepared medications and placed them on patients’ meal trays for Personal Support Workers to administer; and/or
- viii. you failed to remain with patients while they ingested their medications.

The allegations respecting professional misconduct on your part will be heard by a panel of the Discipline Committee of the College of Nurses of Ontario (“CNO”), pursuant to the *Nursing Act, 1991*, S.O. 1991, c.32, as amended, and subsection 38(1) of the *Health Professions Procedural Code*, on **April 5, 8, 9, 10, 11, 12, 18 & 19, 2024, at 0930 hours or as soon after that time as the hearing can be commenced**, via electronic hearing by way of teleconference or videoconference.

The details for participating in the electronic hearing will be provided to you by a Hearings Administrator. If you have not heard from a Hearings Administrator at least 48 hours in advance of the hearing, you should contact the Hearings Administration Team at: Admin-Business.Support-Hearings@cnomail.org to obtain the details for participating in the electronic hearing.

If you believe that holding an electronic hearing rather than an oral hearing is likely to cause you significant prejudice, please communicate in writing the basis for asserting such prejudice to the Hearings Administration Team at the email address listed above. To ensure the claim of prejudice can be considered by the Discipline Committee, any such concerns should be communicated to the Hearings Administration Team as soon as possible, and no later than 21 days in advance of the hearing.

**Take notice that at least 48 hours before the electronic hearing is scheduled to commence, you must provide notice to the Hearings Administration Team, at the email address listed above, of the telephone number and email address where you can be reached for the electronic hearing.**

If you fail to participate in the electronic hearing in person or by representative, the panel of the Discipline Committee may proceed in your absence and you are thereafter not entitled to any further notice of the proceedings.

Where the panel of the Discipline Committee finds a member has committed an act of professional misconduct, it may make an Order doing any one or more of the following:

1. directing the Registrar to revoke the member's certificate of registration;
2. directing the Registrar to suspend the member's certificate of registration for a specified period of time;
3. directing the Registrar to impose specified terms, conditions and limitations on the member's certificate of registration for a specified or indefinite period of time;
4. requiring the member to appear before the panel to be reprimanded;
5. requiring the member to pay a fine of not more than \$35,000.00 to the Minister of Finance;
6. requiring the member to reimburse CNO for funding provided for a program of

therapy and counselling for a person if the act of professional misconduct was the sexual abuse of that person; and

7. requiring the member to post security acceptable to CNO to guarantee the payment of any amounts the member may be required to reimburse CNO for a program of therapy and counselling for a person who was sexually abused by the member.

Furthermore, the panel may suspend the effect of its Order for a specified period of time and on specified conditions and where it makes an Order under paragraph 2 or 3 above, it may specify criteria to be satisfied for the removal of a suspension or the removal of terms, conditions and limitations imposed by the Order on the member's certificate of registration.

Where a panel of the Discipline Committee finds a member has committed an act of professional misconduct, it may make an Order requiring the member to pay all or part of the following costs and expenses:

1. CNO's legal costs and expenses;
2. CNO's costs and expenses incurred in investigating the matter; and
3. CNO's costs and expenses incurred in conducting the hearing.

**CNO intends to introduce as business records, under section 35 of the *Evidence Act*, any writings or records that were made in the usual and ordinary course of business. Without limiting the generality of the foregoing, and where applicable, CNO intends to introduce as business records medical and hospital charts.**