

STATEMENT OF ALLEGATIONS

ASHLEY DAWN BAISLEY
Registration number #029782

IT IS ALLEGED THAT:

1. At all material times, Ashley Dawn Baisley (“**Ms. Baisley**”) was duly registered with the College of Nursing of New Brunswick (which was at all material times called the Nurses Association of New Brunswick), as a Registered Nurse.
2. At all material times, Ms. Baisley was working at the Emergency Department of the [] (the “**Hospital**”).
3. On or between November 6, 2025 and November 7, 2025, Ms. Baisley committed acts of professional misconduct as defined in subsection 2(1) of the **Nurses Act** in that, while working as a Registered Nurse at the **Hospital**, she digressed from established or recognized professional standards or rules of practice of the profession, including but not limited to the **Standards of Practice for Registered Nurses**, as they were then called, the **Standards for the Nurse-Client Relationship**, the **Standards for Documentation**, and the Canadian Nurses Association’s 2017 **Code of Ethics for Registered Nurses**, and she engaged in conduct unbecoming of a member as provided by subparagraph 28(1)(a)(ii) of the **Nurses Act**, in one or more of the following ways:
 - a. Ms. Baisley exhibited an unsympathetic, uncaring and inappropriate attitude towards a thirty (30) year old patient (the “**Patient**”) of the Hospital’s Emergency Department, who presented with gastroenteritis and anuric symptoms and had been waiting to be assessed by a physician for thirteen (13) hours.
 - b. Ms. Baisley was the Team Leader nurse within the Emergency Department during the day shift when she was asked to assist the Patient near the waiting room area. The Patient expressed concerns and displeasure about the handling of his condition as well as his ongoing symptoms and the length of time he had waited at the Emergency Department.
 - c. When the Patient became agitated and insisted on being seen by a physician and/or to see his medical records, in particular the triage notes prepared upon his arrival at the Hospital the night before, Ms. Baisley neglected the Patient’s concerns, provided him with a telephone number to request access to his chart, and did not attempt to de-escalate the situation. Instead, Ms. Baisley called the Hospital security team, leaving the Patient alone and unattended.
 - d. During their whole interaction, Ms. Baisley did not inquire or take any steps to assess or reassess the Patient’s current condition and/or ongoing symptoms at any time, and she

made inappropriate, non-therapeutic comments to the Patient, who was visibly distraught.

- e. Although the Patient required care, he was forcibly removed from the Hospital shortly after his interaction with Ms. Baisley, without being seen by a physician.
4. Ms. Baisley failed to practice competently, compassionately and ethically, as required by standard 1 of the ***Standards of Practice for Registered Nurses***.
5. Ms. Baisley failed to practice in accordance with relevant standards and employer policy including the Hospital's applicable policies, as required by standard 1.2 of the ***Standards of Practice for Registered Nurses***.
6. Ms. Baisley failed to practice using evidence-informed knowledge, skill and judgment, as required by standard 2 of the ***Standards of Practice for Registered Nurses***.
7. Ms. Baisley failed to use critical inquiry to assess, plan, intervene, and/or evaluate the Patient's care and related services, as required by standard 2.1 of the ***Standards of Practice for Registered Nurses***.
8. Ms. Baisley failed to exercise reasonable judgement, as required by standard 2.5 of the ***Standards of Practice for Registered Nurses***.
9. Ms. Baisley failed to maintain accurate and timely documentation (written and/or electronic) and failed to document pertinent and comprehensive information concerning the Patient's condition, the Patient's needs, the nursing interventions, and the Patient's response, as required by standard 2.9 of the ***Standards of Practice for Registered Nurses*** and standards 1 and 2.1 of the ***Standards for Documentation***.
10. Ms. Baisley failed to demonstrate professional presence and to model professional behavior, as required by standard 3.1 of the ***Standards of Practice for Registered Nurses***.
11. Ms. Baisley failed to communicate effectively and respectfully with the Patient to promote continuity and the delivery of safe, competent, compassionate and ethical care, as required by standard 3.2 of the ***Standards of Practice for Registered Nurses***, and particularly failed to communicate with the Patient in a manner which provided support, reassurance and/or direction when he needed care.
12. Ms. Baisley failed to practice using a client-centered practice, as required by standard 3.5 of the ***Standards of Practice for Registered Nurses***.
13. Ms. Baisley failed to respect the Patient's dignity, as required by standard 3.8 of the ***Standards of Practice for Registered Nurses***.

14. Ms. Baisley failed to ensure that all her professional behaviors and actions met the Patient's needs, as required by standard 1 of the ***Standards for the Nurse-Client Relationship***.
15. Ms. Baisley failed to gain an understanding of the Patient's needs related to his health condition, as required by standard 1.6 of the ***Standards for the Nurse-Client Relationship***.
16. Ms. Baisley failed to use communication strategies and interpersonal skills to establish, maintain and terminate the nurse-client relationship, as required by standard 3 of the ***Standards for the Nurse-Client Relationship***.
17. Ms. Baisley failed to use reasonable efforts in attempting to resolve any issues affecting the nurse-client relationship prior to any final decision regarding termination of the relationship, as required by Appendix F of the ***Standards for the Nurse-Client Relationship***.
18. Ms. Baisley failed to give the Patient time, opportunity, and ability to explain himself and to listen to the Patient with the intent to understand him, without diminishing his feelings, as required by standard 3.3 of the ***Standards for the Nurse-Client Relationship***.
19. Ms. Baisley failed to be aware of her own verbal and non-verbal communication style and how the Patient might perceive it, as required by standard 3.5 of the ***Standards for the Nurse-Client Relationship***.
20. Ms. Baisley failed to adapt her communication style, as necessary, to meet the needs of the Patient, as required by standard 3.6 of the ***Standards for the Nurse-Client Relationship***.
21. Ms. Baisley failed to consider the Patient's level of understanding, to recognize that all behavior has meaning and failed to discuss the Patient's beliefs and/or wishes when establishing the nurse-client relationship, as required by standards 3.7 and 3.8 of the ***Standards for the Nurse-Client Relationship***.
22. Ms. Baisley failed to refrain from verbal and/or non-verbal behaviours toward the Patient that demonstrate disrespect and/or are perceived as abusive, as required by standard 4.5 of the ***Standards for the Nurse-Client Relationship***.
23. Ms. Baisley failed to consider the inherent power imbalance in the nurse-client relationship, particularly given the vulnerability of the Patient needing care, contrary to the ***Standards for the Nurse-Client Relationship***.
24. Ms. Baisley failed to engage in compassionate care through her speech and body language and through her efforts to understand and care about the Patient's health-care needs, as required

by Part 1, section A, item 2 of the Canadian Nurses Association's 2017 **Code of Ethics for Registered Nurses**.

25. Ms. Baisley failed to build a trustworthy relationship with the Patient as the foundation of meaningful communication, which was critical to understanding the Patient's needs and concerns, as required by Part 1, section A, item 3 of the Canadian Nurses Association's 2017 **Code of Ethics for Registered Nurses**.
26. Ms. Baisley failed to provide care directed first and foremost toward the Patient's health and well-being, recognizing and using the values and principles of primary health care, as required by Part 1, section B, item 1 of the Canadian Nurses Association's 2017 **Code of Ethics for Registered Nurses**.
27. Ms. Baisley failed to relate to the Patient with respect and failed to support him in maintaining his dignity and integrity, as required by Part 1, section D, items 1 and 2 of the Canadian Nurses Association's 2017 **Code of Ethics for Registered Nurses**.
28. Ms. Baisley failed to utilize practice standards, best practice guidelines, and policies to minimize risk and maximize safety, well-being and/or dignity for persons receiving care, as required by Part 1, section D, item 6 of the Canadian Nurses Association's 2017 **Code of Ethics for Registered Nurses**, including but not limited to principle 4 of the **Practice Guideline, Duty to Provide Care**, which requires that nurses not allow their personal judgment about a client to compromise their care by withdrawing and/or refusing to provide care.