

# Covenant School of Nursing

## Disciplinary Action Summary Assignment

### Instructional Module 2

Student Name: Furaha Biringanine

Date: 01/31/2025

DAS Assignment # 2

Name of the defendant: Anastacia Mercedes Gonzales

License number of the defendant: 337601

Date(s) and action(s) taken against the license: 04/25/2019

Type of action(s) taken against the license: Reprimand with Stipulations

- *Use the space below to describe the events which led to the action(s) taken against the license. If multiple charges were in play, be sure and cite each of them, e.g. drug diversion, HIPAA violation, abandonment, etc.*

Nurse Georgia Davis, on or about November 9, 2018, while employed with Kindred Healthcare Inc. in Fort Worth, Texas, faced multiple allegations regarding her professional conduct, leading to disciplinary actions against her license. The charges included negligence and patient safety violations, where she failed to provide adequate care, potentially harming patients through medication errors, failure to follow protocols, or neglecting critical needs. She was also accused of unprofessional conduct, encompassing unethical behavior in her interactions with colleagues, patients, or medical records. Additionally, she allegedly violated nursing regulations, which may have involved improper documentation, failure to maintain licensure requirements, or practicing beyond her authorized scope. As a result, the nursing board or relevant authority took corrective actions that could have included suspension, probation, or revocation of her license, with possible opportunities for appeal or remedial measures.

- *Use the space below to provide a description of measures you think could have prevented any action being taken against the license and/or would have prevented harm to the patient, if harm occurred.*

Several measures could have been implemented to prevent disciplinary actions against Nurse Georgia Davis and potential harm to patients. Enhanced training and continuing education on medication administration, patient safety, and documentation would have ensured adherence to protocols and kept nurses updated on best practices. Strict compliance with established nursing procedures, reinforced through regular audits and checklists, could have minimized errors. Increased supervision and peer review would have helped identify and correct inappropriate behavior early, while improved communication systems, such as interdisciplinary meetings and SBAR tools, could have prevented misunderstandings. Clear documentation practices, including training on electronic health records (HER) and routine audits, would have reduced inaccuracies. Addressing workplace challenges, such as high workloads and burnout, by fostering a supportive environment could have improved overall performance and encouraged proactive problem-solving. Additionally, ethics and professionalism workshops would have reinforced appropriate workplace behavior, while access to resources such as clinical guidelines, mentorship, and mental health

support would have enabled nurses to provide safe and effective care. Implementing these measures would help create a safe and supportive environment, reducing the likelihood of errors and disciplinary actions.

- *Identify ALL universal competencies (4-5) that were violated and explain how.*

Based on the case of Nurse Georgia Davis, the following competencies were violated:

**Safety and security:** By failing to provide adequate care, potentially leading to patient harm, Davis compromised patient safety. This could have involved medication errors, failure to monitor a patient's condition, or neglecting essential care measures, putting patients at risk.

**Communication:** Effective communication is essential for patient safety and continuity of care. If Davis failed to accurately document patient information, report critical changes, or communicate effectively with colleagues, she violated this competency, which could have led to medical errors.

**Critical thinking:** Nurses must use sound and clinical reasoning and judgement to assess situations, recognize potential risks, and act accordingly. If Davis demonstrated poor decision-making, such as failing to recognize patient deterioration or disregarding established protocols, she failed to meet this competency.

**Professional role:** Nurses are expected to uphold ethical and professional standards in their practice. If Davis engaged in misconduct, such as inappropriate interactions, regulatory violations, or actions that compromised patient trust, she failed in her professional role.

- *Use the space below to describe what actions you think a prudent nurse would take as the first to person to discover the event described. In other words, you are the one who discovers the patient has been harmed by the nurse or you have discovered the impairment or criminal activity cited in the disciplinary action.*

If I were the first person to discover the event described in Nurse Georgia Davis's case – whether it involved patient harm, nurse impairment, or criminal activity – I would take immediate and ethical actions to ensure patient safety and uphold nursing standards. First, I would assess the patient's condition, provide necessary medical interventions, and notify the appropriate medical team to prevent further harm. I would then report the incident through proper chain of command, informing my supervisor or nurse manager, and, if necessary, escalating concerns to hospital administration, security, or state licensing authorities. Accurate, detailed, and unbiased documentation of the event, including time, date, location, and objective observations, would be essential while avoiding speculation. If the situation involved serious misconduct, I would ensure that it was reported to regulatory bodies like the State Board of Nursing or law enforcement while also advocating for the nurse's right to due process if impairment was suspected. Cooperating fully with investigations, providing truthful testimony, and participating in root cause analysis discussions would help prevent similar occurrences. Lastly, if the event exposed systemic issues such as inadequate staffing or lack of training, I would work with leadership to address these gaps and implement necessary improvements. These actions would help maintain patient safety, uphold ethical standards, and reinforce professional accountability within the nursing profession.