

Covenant School of Nursing  
Disciplinary Action Summary Assignment  
Instructional Module 2

Student Name: Brooke Woods

Date: 3/31/2025

DAS Assignment # 1

Name of the defendant: Glenda Reed Diagne, RN. License number of the defendant: 754224

Date(s) and BON decision(s) taken against the license: License revoked 8/18/2020

Type of action(s) imposed to retain or regain licensure, if applicable (ex.: warning with stipulations, etc.)

- *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.*

Glenda Diagne acted unprofessionally in many ways resulting three charges to be set in place. The first charge included the respondent exposing a patient to unnecessary harm, not meeting the standards of care expected, partaking in reckless conduct, and practicing outside supervision and scope of practice. Glenda Diagne was given an assignment to the OB unit but instead reported to the OR. She proceeded to take a newborn baby and perform a procedure of which no training was obtained. Afterwards, the respondent abandoned the baby in the operating room. During this time, she was legally required to practice under supervision but did not follow that guideline either. All of these occurrences are viewed as requiring disciplinary action. Glenda Diagne's actions directly impacted herself, a patient, a patient's family, and the OB and OR units.

The second charge includes practicing outside scope of practice and misrepresenting the truth. The respondent scrubbed in for a C-section and appeared to be a scrub technician which was misleading. Once again, Glenda Diagne did not have the required education and license. Due to the respondent's lack of experience, a patient's safety was compromised. Not only the patient, but also the patient's parents. The other staff trusted Glenda Diagne to be as she presented, but in this case, she was not a scrub technician. I'd go as far to suggest she also put the OR staff in danger.

The final charge includes the respondent becoming violent and putting patients in danger. While participating in a meeting with the OB Nurse Executive, respondent raised her voice, threw papers, spat, and punched the Nurse Executive in the face. After being excused, the respondent ran through the OB unit drawing the attention of staff and patients by her yelling. After already harming one patient, Glenda Diagne continued to put others in harm as well. Glenda Diagne intentionally caused physical harm to both a patient and staff member. These

actions done by Glenda Diagne prove her unprofessional behavior and indicate the need for immediate intervention.

*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.*

Many measures could have been implemented to prevent the above events from occurring and escalating further like they did. First, reporting to the assigned OB unit would've prevented Glenda Diagne from presenting herself in the OR. The respondent could not have gotten away from misinterpreting the truth if she was where she was supposed to be.

Following the hospital procedures about proper supervision and preceptors while still learning could have allowed Glenda Diagne to keep her license. If properly supervised, Glenda Diagne wouldn't have been able to scrub in on a C-section, take the baby, and attempt a procedure if appropriate measures were taken. In addition, If the OR was a closed unit, only allowing specific personnel into the unit, the situation could've been avoided. Glenda Diagne would've never even been allowed to enter the OR or handle patients if these preventives were taken.

Lastly, to prevent patients and staff from being at risk of unnecessary harm, proper training should be acquired. Not only training to become a scrub technician but also professionalism, respect, and competency. If Glenda Diagne received proper training and gained her license along with overall understanding of what entailed the job she was hired for, she might not have taken the violent actions discussed above.

- Identify ALL universal competencies (4-5) that were violated and explain how in detail to reflect your understanding and importance of the universal competencies.

- 1- Physical and emotional safety and security were easily violated. First, Glenda ignored her OB unit assignment and instead went to the OR. As stated, she performed a procedure with no education and training of which was performed. Afterwards, Glenda left the newborn baby unattended and soon after punched an Executive in the face. Clearly these actions put the patient's and staff's physical safety at risk. If Glenda Diagne would've understood the importance of preserving physical/emotional safety of others, not a soul would've been harmed.
- 2- Critical thinking was also violated. The decision-making Glenda Diagne represented put many individuals in danger. Glenda Diagne did not think about how her actions would affect her and others around her including patients, families, and staff. First of all, she should have reported to the OB Unit as she was assigned, never falsely presented herself as a scrub technician, and never touched the baby or the OB Unit Executive. Glenda Diagne did not utilize her critical thinking properly.
- 3- Human caring was violated. The respondent showed no respect, dignity, compassion, or professionalism to patients, their families, or staff. Glenda Diagne did not care about that baby or it's family. If she did, Glenda Diagne would have prioritized her nursing skills and provided the patient with quality care. The care provided should not have hurt or put anyone in danger like it did.

- 4- Professional role was also violated. Glenda Diagne violently interacted with peers and disrespected patients. One of the most important roles a nurse plays is professionalism. This affects how every interaction is handled. Glenda Diagne lacked professionalism and it showed by how she treated others. Glenda Diagne ignored her assignment, performed a procedure without proper supervision, and acted violently towards executive personnel.
- *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 nurse who first discovered these events, I would immediately report my findings to the charge nurse. I would proceed by following policy guidelines to ensure the baby, parents, and staff were properly taken care of. I would comfort the families and allow them to feel their anger towards the situation while I maintain professionalism. I would communicate properly and truthfully to the authorities in charge of the situation. I would willingly testify what I saw Glenda Diagne doing to any personnel who was required to be a part of the disciplinary process.