

Covenant School of Nursing
Disciplinary Action Summary Assignment
Instructional Module 2

Student Name: Vee Castillo

Date: 4/2/2025

DAS Assignment # 1

Name of the defendant: Crystal Lipe

License number of the defendant: 954776

Date(s) and BON decision(s) taken against the license: 02/7/2024

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

Voluntary Surrender

- *Crystal Lipe had multiple occurrences of drug diversions while working in the Hospital. Drug diversions may be taken for personal use or used for a resale. The drug diversions affect the patient because they then may be unable to receive the drugs they need. Mrs. Lipe was employed at Christus Mother Frances Hospital where she displayed unprofessional actions which led to charges against her.*
- *Charge 1: April 29, 2022- Licensed Rn Mrs. Lipe stated that she herself had withdrawn the narcotic Fentanyl from her place of employment. The staff noticed suspicious medicine activity through the pyxis. Mrs. Lipe pulled narcotics out of the pyxis without an order from the physician. Pulling any medication without an order can be dangerous, especially a narcotic. Mrs. Lipe was then searched according to cause and a vial of untampered narcotic was discovered. The accused notified staff of her ongoing struggle of dealing with addiction. She even discussed the willingness of wanting to go to a rehabilitation center.*
- *Charge 2: April 26, 2022- While working in the Intensive Care Unit at the same location the licensed personnel removed the following: Dexamethasone, Xylocaine, Fentanyl, 3 mL syringes and multiple needles. Mrs. Lipe agreed to a voluntary search of her personal items after fourteen vials of Fentanyl were discovered in a pyxis drawer she had access to displayed evidence of tampering. Vials, and syringes were found on her. Upon attempting to depart Mrs. Lipe was found with a vial of Fentanyl 100 mcg/2 mL that had fallen to the floor. She admitted to taking it, Possession of Fentanyl is considered a control of substance.*
- *Charge 3: April 26, 2022- Based on employer protocols and procedures during a discussion regarding a request for a urinalysis and drug screen the accused admitted to the use of marijuana. Mrs. Lipe Stated she had been struggling with addiction to pain meds.*

- Charge 4:- July 27, 2023- Mrs. Lipe pled guilty to one charge of Acquiring or obtaining a controlled substance of Fentanyl by fraud, forgery, and deception considered a felony.

- 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.

I believe that if staff had to have two personnel to verify preparing narcotics as well as when wasting them it may have prevented Mrs. Lipe from being able to divert as many times as she did. No physical harm to the patient was stated.

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

Competencies that were violated were Safety and Security, critical thinking, and professional role.

Safety and security emotional was violated because the patient failed at promoting trust and respect several times while diverting drugs on multiple occasions.

Critical thinking was violated by failing to display clinically competent care. A primary role of a nurse is to ensure safe and effective care. The nurse is not following correct protocols regarding medications or patient safety.

Professional Role was violated because the nurse failed to provide patients with clinically competent care. Nurses are expected to make ethical decisions. Those decisions include prioritizing the patient's care and safety at all times. The nurse also failed to maintain appropriate boundaries. The indicated drug diversions caused her to place her personal desires over the well being of the patient.

- Use the space below to describe what actions you think a prudent nurse would take as the first 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.

As a prudent nurse, I am positive we will encounter and witness many things. If I saw a nurse pulling medication/ narcotics without an order, It would definitely be a cause for concern. I would uphold my nurse's oath and let the appropriate staff know what I saw. I would make sure to report and document correct and factual observations. If any evidence is present I would make sure to notify staff. I would also be compliant and participate in any investigations if needed. The nurse withdrawing narcotics without an order puts the patient and nurse at risk for danger as well. This could lead to compromised care, impaired judgement and loss of trust.