

**BEFORE THE OREGON
STATE BOARD OF NURSING**

In the Matter of

Bonnie Norland, CNA

FINAL ORDER

Certificate No. 200912356CNA

Reference No. 11-02337

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, certifying, regulating and disciplining certain health care providers, including Certified Nursing Assistants in the State of Oregon. Bonnie Norland (Certificate Holder) is a Certified Nursing Assistant (CNA) in the State of Oregon.

This Matter was considered by the Board on April 20, 2011. Certificate Holder did not appear personally. The issue for the Board was whether to approve the Stipulation for Voluntary Surrender of Certified Nursing certificate signed by Certificate Holder on March 24, 2011, and so dispense with this Matter pursuant to ORS 183.415(5).

Upon review of the Stipulation and the agency file in this Matter, the Board finds that reasonable factual and legal grounds exist to support approval of the Stipulation. It is hereby

ORDERED that the Stipulation signed by Certificate Holder on March 24, 2011 be accepted and by this reference incorporated herein, and it is further

ORDERED that the Board accept the Stipulation for Voluntary Surrender of the Nursing Assistant certificate of Bonnie Norland and the Stipulation be adopted.

DATED this ____ day of April, 2011

Patricia Markesino, RN
Board President

**BEFORE THE OREGON
STATE BOARD OF NURSING**

In the Matter of)	STIPULATION FOR
Bonnie Norland, CNA)	VOLUNTARY SURRENDER OF
)	CERTIFIED NURSING CERTIFICATE
Certificate No. 200912356CNA)	Reference No. 11-02337

The Oregon State Board of Nursing, (Board) is the state agency responsible for the certification and regulation of Certified Nursing Assistants (CNA) in the State of Oregon. Bonnie Norland (Certificate Holder) is a Certified Nursing Assistant (CNA) in the State of Oregon. The Board first issued her nursing assistant certificate on August 31, 2009.

Certificate Holder came to the attention of the Board when it was reported that she had verbally abused and intimidated patients under her care while working at Blue Mountain Hospital. The Board opened an investigation into the matter.

According to the report, on or about August 2010, Certificate Holder was assisting a patient under her care, when the patient began to yell. The patient's roommate asked Certificate Holder to make the yelling stop. Certificate Holder then placed her hand over the patient's mouth and told her to be quiet. The patient became more agitated, and continued to yell, but was not harmed.

On or about December 30, 2010, Certificate holder restrained a physically combative resident by holding him down with her hands to keep him from striking her. The patient growled at her, and Certificate holder growled back at him. There was no report of injury to the patient.

Certificate Holder stated that she had not intended to harm either patient, but acknowledged that her behavior was inappropriate. She stated that she no longer wanted to work as a CNA, and wished to settle the present disciplinary matter.

The above conduct is a violation of the provisions of **OAR 851-063-0080 (6) and OAR 851-063-0090 (1) (c), and (2) (d) and (f).**

**Causes for Denial, Suspension, Suspension, Probation or Revocation of CNA Certificate
OAR 851-063-0080**

Under the contested case procedure in ORS 183.310 to 183.550 the Board may deny, suspend, place on probation or revoke the certificate to perform duties as a CNA for the following causes:

(6) Conduct unbecoming a nursing assistant in the performance of duties. ORS 678.442 (2) (f).

Conduct Unbecoming a Nursing Assistant

OAR 851-063-0090

A CNA, regardless of job location, responsibilities, or use of title "CNA", who, in the performance of nursing related duties, may adversely affect the health, safety or welfare of the public, may be found guilty of conduct unbecoming a nursing assistant. Conduct unbecoming a nursing assistant includes but is not limited to:

- (1) Conduct related to the client's safety and integrity:
 - (c) Failing to respect client rights and dignity regardless of social or economic status, personal attributes or nature of health problems or disability.
- (2) Conduct related to other federal or state statutes/rule violations:
 - (d) Abusing a client. The definition of abuse includes but is not limited to intentionally causing physical harm or discomfort, striking a client, intimidating, threatening or harassing a client.
 - (f) Engaging in other unacceptable behavior or verbal abuse towards or in the presence of a client such as using derogatory names or gestures or profane language

Certificate Holder admits the above allegations, and acknowledges that her behavior constitutes violations of the Nurse Practice Act as outlined above. Certificate Holder wishes to cooperate with the Board in resolving the present disciplinary matter through a stipulated agreement.

Certificate Holder understands this Stipulation will be submitted to the Board of Nursing at their next scheduled meeting for approval, and is subject to the Board's adoption and confirmation.

Certificate Holder understands that if approved, the Board will issue a Final Order adopting this Stipulation.

Certificate Holder understands that, by entering into this Stipulation, she waives any and all rights to an administrative hearing under ORS 183.310 to 183.550, and to appeal or otherwise challenge this Stipulation or the Final Order adopting it.

Certificate Holder understands that this Stipulation will become a public record at such time as the Board issues a Final Order adopting it.

Certificate Holder states no promises, representations, duress or coercion have been used to induce her to sign this Stipulation.

Certificate Holder has fully read this Stipulation and understands it completely.

THEREFORE, the following will be proposed to the Board and is agreed to by Certificate Holder:

That the voluntary surrender of the Certified Nursing Assistant certificate of Bonnie Norland be accepted. If at a future date, she wishes to reinstate her nursing certificate, Respondent shall

appear before the Board to request reinstatement.

Should the Board reinstate the nursing certificate of Ms. Norland, she would be subject to whatever terms and conditions the Board may impose.

Dated this _____ day of _____, 2011.

Bonnie Norland, CNA

FOR THE OREGON STATE BOARD OF NURSING

Marilyn Hudson RN, MSN, CNS, FRE
Investigation Manager
Investigation Department

Michelle Standridge BSN, RN
Nurse Investigator
Investigation Department

SIGNATURES & DATED COPY ON FILE IN BOARD OFFICE