

# DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

pursuant to section 55(2)(a.1) of the *Health Professions Act*

**BETWEEN:**

**DAVE TECSON, #118,364**  
(the “**Registrant**”)

and

**College of Registered Nurses of Alberta**  
(the “**College**”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Registrant and the College, dated with effect June 24, 2025. The below constitutes a summary of such DCRA:

Through an Agreement with the College, DAVE TECSON #118,364 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from one (1) complaint to the College include the following:

- On or about March 17, 2024, the Registrant failed to act honestly, ethically and with integrity, when they:
  - provided fraudulent reference contact information to a prospective employer;
  - impersonated a previous employer and provided a fraudulent employer reference to a prospective employer; or
  - provided a fraudulent written reference to a prospective employer.

The Registrant agreed to complete coursework on professionalism and ethics, provide a fine and a behavior improvement plan. Conditions shall appear on the College register and on the Registrant’s practice permit.