

**SUMMARY of the Decision of the Inquiries, Complaints and Reports
Committee
(the Committee)**
(Information is available about the complaints process [here](#) and about the Committee [here](#))

**Dr. Janice Louise Ruggles (CPSO #66668)
(the Respondent)**

INTRODUCTION

The College received information raising concerns about the Respondent's behaviour. Specifically, concerns were raised about a discussion the Respondent had with nursing colleagues in February 2019, which were perceived by nursing staff as threatening in nature. Subsequently, the Committee approved the Registrar's appointment of investigators to conduct a review of the matter.

COMMITTEE'S DECISION

An Obstetrical Panel of the Committee considered this matter at its meeting of August 14, 2020. The Committee required the Respondent to attend at the College to be cautioned in person with respect to professional communications.

COMMITTEE'S ANALYSIS

During the conversation with nursing staff that formed the basis of the College's investigation, the Respondent was upset and frustrated by what she felt was an unfair action by the hospital's administration relating to obstetrical practice. Dr. Ruggles provided information and reports to the ICRC stating that she was suffering at this time from the emotional effects of a serious act of workplace violence she had suffered at the hospital. Dr. Ruggles acknowledged that she became quite upset during this discussion and spoke with the nurses in a manner that she subsequently regretted.

The Committee found that the Respondent's comments during the discussion in issue were perceived by the other individuals involved to be threatening in nature. The Respondent explained her behaviour but acknowledged that she should not have engaged in the conversation and that she "got carried away in [her] emotions". Dr. Ruggles stated that she did not perceive the nurses as being upset during this interaction, and she felt they were supportive of her concerns. She said she did not intend to make any statement in a threatening fashion and apologized for causing alarm. Dr. Ruggles provided reports to the ICRC stating that she posed no physical risk to any individual or group and that although her comments were inappropriate there was no intention to cause harm.

In the Committee's opinion, the Respondent engaged with staff in an inappropriate and unprofessional manner, which had a significant impact on those involved. Such behavior cannot be justified and is unacceptable regardless of the context in which it occurred.

The Committee acknowledged that the Respondent had engaged in a course on effective team interactions, in relation to another College proceeding. As such, it was satisfied that further remediation was not required in this instance. However, it

determined that it was appropriate to require the Respondent to attend at the College to be cautioned in person, as set out above.