

Registration Regulation Review
College of Nurses of Ontario
101 Davenport Road
Toronto, ON. M5R 3P1



Via email: regulations@cnomail.org

Speaking out for health. Speaking out for nursing.

November 29, 2010

Dear Anne,

Thank you for the opportunity to comment on the proposed amendments to the College of Nurses of Ontario General and Fees By-Laws and the proposed revisions to the Nursing Registration Regulation. The Registered Nurses' Association of Ontario (RNAO) is the professional organization for registered nurses who practise in all roles and sectors across Ontario. Our mandate is to advocate for healthy public policy and for the role of registered nurses in shaping and delivering health services.

In our submission to the Standing Committee on Bill 179¹, RNAO strongly supported the proposed legislation requiring all regulated health professionals and their employers to have and maintain independent personal professional liability protection. Recognizing that the proposed revisions to the Registration Regulation necessitate complementary amendments to the bylaws, RNAO welcomes many of the changes contained in both the bylaws and the regulations. In closely reviewing the proposed amendments, the RNAO has identified areas where the regulation can be strengthened and improved and these suggestions are included here. Overall, though, the RNAO is strongly supportive of the College and government moving expeditiously with the proposed regulatory package.

We would like to thank you for the opportunity to comment on this important regulation, and associated bylaw, which impacts nursing in Ontario and the public we serve. RNAO members are unwavering in their commitment to provide the highest quality, client-centred care for all Ontarians.

Sincerely,

A handwritten signature in black ink, appearing to read "Doris Grinspun".

Doris Grinspun, RN, MSN, PhD, O.ONT.
Executive Director, RNAO

A handwritten signature in black ink, appearing to read "David McNeil".

David McNeil, RN, BScN, MHA, CHE
President, RNAO

SUMMARY OF RECOMMENDATIONS

- Applications for registration which disclose convictions from other jurisdictions which would otherwise be considered legal in Ontario and Canada shall be individually assessed by a panel of the Registration Committee for their merit.
- Amend paragraph 5 (1) 2, which begins: “The applicant must not be the subject of a current proceeding in respect of any offence arising in any jurisdiction including...” to read:
 2. “The applicant shall provide to the Executive Director (Registrar), who may refer the application to a panel of the Registration Committee for further consideration of the details of any proceedings in respect of any offence arising in any jurisdiction, including...”
 - Make complementary amendments to sections 7 (1) 1ii; 7 (2)1ii.
- Amend section 7(1)2 to increase the period of absence which a member may be away from nursing practice in Ontario from three (3) years to five (5) years, with complementary amendments to section 35.
- Amend section 7(1)6 to add the word “personal” before the term “professional liability protection”, with complementary amendments to paragraphs 7(3)1 and 2; 23(6)ii and section 29.
- Amend paragraph 8(1)3iii to increase the period of absence from three years to five years for a registered nurse to demonstrate evidence of practice, with complementary amendments to paragraphs:
 - 11(1)3v; (RPN)
 - Section 35 (Members who have not practised in the previous three years)
 - 36(3)c i C; (RN - Reinstatement)
 - 36(3)c ii E; (RPN – Reinstatement)
 - 39(3)1i and ii; (RN Non-Practicing – Reinstatement)
 - 39(5)1ii (RPN Non-practicing – Reinstatement)
- Amend paragraph 8 (1) iii. to include policy as an area of nursing practice as a registered nurse, with complementary amendments to paragraphs:
 - 11(1)3vB (Registered Practical Nurse);
 - 18(2)b B (RN - Temporary Class);
 - 18(3)b B (RPN – Temporary Class);
 - 21(1)4iiB (RN – Special Assignment);
 - 21(5)4ii B (RPN – Special Assignment);
 - 36(3)c i C (RN - Reinstatement);
 - 36(3)c ii E II (RPN – Reinstatement);

- 39(3)1iiB and 39(5)1iiB (Reinstatement for Non-practicing class members).
- Replace paragraph 8 (1) iii A and B to with the following:
 - “... which practice must include nursing practice in a role that required her or him to use, on an ongoing basis, the knowledge, skill and judgment expected of a registered nurse in the promotion of client health and the assessment of, the provision of care for and the treatment of health conditions, including but not limited to administration, education, research or policy, which has a direct or indirect impact on client care or health care delivery”;
- and make complementary amendments to paragraphs:
 - 11(1)3vB (Registered Practical Nurse);
 - 18(2)b B (RN - Temporary Class);
 - 18(3)b B (RPN – Temporary Class);
 - 21(1)4iiB (RN – Special Assignment);
 - 21(5)4ii B (RPN – Special Assignment);
 - 36(3)c i C (RN - Reinstatement);
 - 36(3)c ii E II (RPN – Reinstatement);
 - 39(3)1iiB and 39(5)1iiB (Reinstatement for Non-practicing class members).
- Replace paragraph 14 (1) 4iii A and B with:
 - 14 (1) 4iii “... which practice must include nursing practice within the specialty in the extended class for which the applicant applied, and in a role that required her or him to use the advanced knowledge and decision-making skill in assessment, diagnosis and therapeutics expected of a registered nurse in the extended class.
- With the implementation of the Emergency Class of registration, section 21 – Special Assignment Class should be removed altogether.

Alternately:

- Amend section 21 – Special Assignment Class to stipulate minimum educational requirements for registration as a special assignment nurse educated in Ontario.
- Amend section 21(11)1 to read: “The date specified in the certificate with a maximum duration equal or less than one year, or if no date is specified in the certificate one year after the date of issuance of the certificate.
- Amend section 21(11)2 to read: “The date when the appointment or special assignment actually ends, with a maximum duration equal or less than one year.
- Remove paragraph 35(6) pertaining to the revocation of RN registration for dually registered members who are unable to demonstrate RN practice.

RNAO Response: Proposed amendments to the *Nursing Registration Regulation*.

A. By-Law No. 1: General, Article 44.4 – Personal Professional Liability Protection (PPLP)

Section 13.1 (1) of the *Health Professions Procedural Code*, Schedule II of the *Regulated Health Professions Act, 1991*² requires all health regulatory colleges to prescribe in regulation requirements respecting mandatory professional liability protection for their members:

13.1 (1) No member of a College in Ontario shall engage in the practice of the health profession unless he or she is ***personally*** insured against professional liability under a professional liability insurance policy or ***belongs to a specified association that provides the member with personal protection against professional liability.***

2009, c. 26, s. 24(13) [emphasis added]

Insurance requirements

(2) A member mentioned in subsection (1) shall comply with the requirements respecting professional liability insurance or protection against professional liability specified by the College and prescribed in the regulations made under the health profession Act governing the member's health profession or set out in the by-laws.

2009, c.26, s. 24(13).

Proposed amendments to the registration regulation require professional liability protection in the amount and form required by the by-laws. Article 44.4 is proposed to be added to the College's General By-Law incorporating the statutory requirement that every member who engages in the practice of nursing in Ontario shall have personal professional liability protection to indemnify them for errors and omissions. Further to the reference in the statute to a professional liability insurance policy or belonging to a "specified association", Article 44.4.02 states that the professional liability protection must be based on a policy of insurance specifically naming the member or by virtue of membership with the Registered Nurses' Association of Ontario, the Registered Practical Nurses Association of Ontario or another Canadian or provincial nursing association approved by the College's Executive Committee.

RNAO is one of the specified associations in Article 44.4.02 and, personal professional liability protection is one of the many benefits enjoyed by RNAO members by virtue of their membership.

Proposed Article 44.4.05(i) (ii) of the General By-Law requires professional liability coverage of a minimum of \$1,000,000 per claim for a member except in the case of a nurse practitioner (extended class) where the minimum is \$5,000,000 per claim. For a member, the annual aggregate limit per year must not be less than \$2,000,000, except for a nurse practitioner where the aggregate limit is \$5,000,000.

Under the professional liability protection available to all RNAO members by virtue of their membership in the RNAO, a member is covered up to \$1,000,000 per claim up to an annual aggregate of \$3,000,000, except for a nurse practitioner who is covered up to

\$5,000,000 a claim and an annual aggregate of \$5,000,000. Professional liability protection enjoyed by RNAO members is equivalent to or exceeds the minimum coverage requirements set out in the proposed general by-law.

Proposed Article 44.4.05(iii) and (iv) apply in cases of a “claims made” policy or where there is a deductible to be paid by the member. Professional liability protection offered by virtue of membership in the RNAO requires only that the individual’s membership be current at the time of an occurrence and there is no deductible payable by the member.

As the RNAO maintained through the public hearings on Bill 179, a mandated legislated requirement for all health professionals to carry adequate liability insurance is essential for the protection of the public.³ Proposed CNO amendments to the General By-Law are consistent with the statutory requirement under Section 13.1 (1) of the *Health Professions Procedural Code*, Schedule II of the *Regulated Health Professions Act, 1991*⁴. Membership in the RNAO fully satisfies the personal professional liability protection prescribed by statute, the proposed registration regulation and the proposed amendments to the General By-Law.

B. Registration Regulation

i. Section 5. Requirements for issuance of certificate of registration, any class

The proposed amendments to the regulation include requirements for the issuance of certificates of registration. Two of these requirements refer to the legal standing of applicants for a certificate of registration.

RNAO recognizes that applicants for a certificate registration need to be of good character and suitability to practise. Good character and suitability to practise is determined by having the applicant complete a Declaration of Registration Requirements⁵, which summarizes any history of criminal offences, physical/ mental conditions or disorders, or any question about a proceeding related to professional misconduct, incompetence, or incapacity. RNAO supports the requirement for applicants to not have been found guilty of criminal and other offences as described in the proposed amendments.

Jurisdiction:

However, for some applicants, especially those who are refugees seeking asylum in Ontario, a finding of guilt or being the subject of a current proceeding in any jurisdiction may inadvertently discriminate against those who in the other jurisdiction may be tried and found guilty of offences considered legal in Ontario and Canada. For example, lesbian, gay, bisexual, transgender (LGBT) related laws vary greatly by country or territory⁶, and range from full legal recognition of same-sex marriage and other types of civil partnerships, to the death penalty as punishment for same-sex sexual activity or identity. RNAO recommends that applications disclosing convictions from other jurisdictions which would otherwise be considered legal in Ontario and Canada be individually assessed by a panel of the Registration Committee for their merit.

Subject of current proceedings:

The revised regulation also raises some concerns for RNAO, specifically about the new requirement for applicants to not be the subject of current proceedings in respect of any

offence arising in any jurisdiction. Article 11 of the *Universal Declaration of Human Rights*⁷ states that: “everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he (/she) has had all the guarantees necessary for his (/her) defence.” For example, a parent accused of violating a joint-custody agreement may be criminally charged with abduction. In some cases, resolution of charges could take years, during which time the applicant would be unable to apply for a certificate of registration, and thus be unable to work as a nurse in Ontario.

Under the current proposed CNO regulation, an applicant who has been found guilty, or is the subject of a current proceeding in another jurisdiction may potentially be subjected to unjust discrimination when applying for registration in the province of Ontario.

RNAO recommends that any applicants who are subject to current proceedings in any jurisdiction declare the proceeding, and have their applications referred to the Registration Committee for review.

RECOMMENDATIONS:

- Applications disclosing convictions from other jurisdictions which would otherwise be considered legal in Ontario and Canada be individually assessed by a panel of the Registration Committee for their merit.
- Amend paragraph 5 (1) 2, which begins: “The applicant ***must not be the subject of a current proceeding*** in respect of any offence arising in ***any jurisdiction*** including...” to read:
 2. “The applicant ***shall provide to the Executive Director (Registrar), who may refer the application to a panel of the Registration Committee for further consideration of the details of any proceedings*** in respect of any offence arising in ***any jurisdiction***, including...”
- Make complementary amendments to sections 7 (1) 1ii; 7 (2)1ii.

ii. Section 7. Certificates of registration – terms, conditions and limitations

Period of absence from Clinical Nursing Practice:

The proposed amendments to the regulation include the terms, conditions and limitations for the issuance of general certificates of registration for both registered nurses and registered practical nurses. Sub-section 7(1)2 indicates that members shall not engage in the clinical practice of nursing in Ontario if they have not been engaged in the clinical practice of nursing during the previous three years. RNAO believes that this requirement is too brief, and recommends an amendment to allow the member to have engaged in clinical practice during the previous five years.

Personal Professional Liability Protection (PPLP):

As described above, the personal professional liability protection available to eligible RNAO members meets and exceeds the requirements set out in the CNO’s proposed General By-Law amendments. RNAO fully supports section 7(1)6, to require members

to maintain personal professional liability protection. As outlined in section 13.1(1) of Schedule 2 of the *Regulated Health Professions Statute Law Amendment Act, 2009*⁸, members of a regulatory college must be personally insured or belong to a specified association that provides the member with personal protection against professional liability. This wording is reflected in the proposed amendments to the General Bylaw, Article 44.4, and RNAO recommends that the word “personal” must also be included in the proposed regulation section 7(1)6.

RECOMMENDATIONS:

- Amend section 7(1)2 to increase the period of absence which a member may be away from nursing practice in Ontario from three (3) years to five (5) years, with complementary amendments to section 35.
- Amend section 7(1)6 to add the word “personal” before the term “professional liability protection”, with complementary amendments to paragraphs 7(3)1 and 2; 23(6)ii and section 29.

iii. Section 8. Registered Nurse and

Section 11 Registered Practical Nurse

Demonstration of evidence of practice:

While the safety of patients being provided clinical nursing care is of utmost importance, RNAO feels that any nurse who has provided nursing care in the general or extended class within a period of five years would have demonstrated sufficient experience to be considered safe practitioners. An absence of five years would allow for nurses in the general class who are, for example, on consecutive maternity leaves, caring for ill or infirm family members, or pursuing graduate or post-graduate education to return to nursing while sufficiently retaining their knowledge, skills and judgement of nursing practice. It is not solely the period of absence that ensures the provision of safe and appropriate care by the nurse. It is also the individual nurse’s knowledge, skills and judgement in his or her professional role that promotes safe practice. Even if the nurse was absent from practice for a short period of time, if he or she does not feel adequately prepared or competent to perform their skills or apply their knowledge, it is his or her responsibility to access continuing education or remediation. RNAO recommends that the requirement to demonstrate evidence of practice as a nurse (RN, RPN and NP) be amended to allow nurses to return to practice after no more than five years.

RNAO is also concerned with the distinction made between ‘clinical’ and ‘non-clinical’ practice. Although the distinction recognizes the value of nurses working in ‘non-clinical’ roles such as research and education, distinguishing between ‘clinical’ and ‘non-clinical’ roles inadvertently implies that nurses in the latter practice only use their knowledge, skills and judgement in non-clinical areas, and not in the promotion of client health, assessment of the provision of care for and the treatment of health conditions. For example, a nursing executive may not have been in ‘clinical’ practice for some time, but is often the ideal person to utilize her or his nursing knowledge, skills and judgment to provide indirect supervision of fourth year students.

There is no clearly defined line distinguishing ‘clinical’ practice of nursing from nursing practice or the practice of nursing. What constitutes the threshold in terms of hours of work to say a practitioner is engaged in ‘clinical’ practice? Does the client need to be an individual or can it be a population? Must it be direct clinical practice or can it be indirect? RNAO strongly urges that no distinction be made between clinical and non-clinical practice. RNAO also recommends the addition of policy as an area of nursing practice.

RECOMMENDATIONS:

- Amend paragraph 8(1)3iii to increase the period of absence from three years to five years for a registered nurse to demonstrate evidence of practice, with complementary amendments to paragraphs:
 - 11(1)3v; (RPN)
 - 14 (1)4iii; (RN(EC))
 - Section 35 (Members who have not practised in the previous three years)
 - 36(3)c i C; (RN - Reinstatement)
 - 36(3)c ii E; (RPN – Reinstatement)
 - 36(3) c iii C; (RN(EC) – Reinstatement)
 - 39(3)1i and ii; (RN Non-Practicing – Reinstatement)
 - 39(5)1ii (RPN Non-practicing – Reinstatement)
- Amend paragraph 8 (1) iii. to include policy as an area of nursing practice as a registered nurse, with complementary amendments to paragraphs:
 - 11(1)3vB (Registered Practical Nurse);
 - 18(2)b B (RN - Temporary Class);
 - 18(3)b B (RPN – Temporary Class);
 - 21(1)4iiB (RN – Special Assignment);
 - 21(5)4ii B (RPN – Special Assignment);
 - 36(3)c i C (RN - Reinstatement);
 - 36(3)c ii E II (RPN – Reinstatement);
 - 39(3)1iiB and 39(5)1iiB (Reinstatement for Non-practicing class members).
- Replace paragraph 8 (1) iii A and B with:

“... which practice must include nursing practice in a role that required her or him to use, on an ongoing basis, the knowledge, skill and judgment expected of a registered nurse in the promotion of client health and the assessment of, the provision of care for and the treatment of health conditions, including but not

limited to administration, education, research or policy, which has a direct or indirect impact on client care or health care delivery”;

and make complementary amendments to paragraphs:

- 11(1)3v A and B (Registered Practical Nurse);
 - 18(2)b A and B (RN - Temporary Class);
 - 18(3)b A and B (RPN – Temporary Class);
 - 21(1) 4 ii A and B (RN – Special Assignment);
 - 21(5)4ii A and B (RPN – Special Assignment);
 - 36(3)c i C I and II (RN - Reinstatement);
 - 36(3)c ii E I and II (RPN – Reinstatement);
 - 39(3)1ii A and B and 39(5)1ii A and B (Reinstatement for Non-practicing class members).
- Replace paragraph 14 (1) 4iii A and B with:

14 (1) 4iii “... which practice must include nursing practice within the specialty in the extended class for which the applicant applied, and in a role that required her or him to use the advanced knowledge and decision-making skill in assessment, diagnosis and therapeutics expected of a registered nurse in the extended class.

iv. Section 21 Special Assignment Class and
Section 22 Emergency Class

RNAO has questions about the significant amendments made to the Special Assignment Class of registration, in light of the introduction of the new Emergency Class of registration. CNO currently defines the Special Assignment class as a short-term, non-renewable registration for individuals, usually from outside Canada, who have an appointment or assignment as an RN or RPN with an approved facility and who do not intend to stay in Ontario for more than one year.⁹ The regulation was originally put in place in order to expedite registration of nurses from other jurisdictions who, during an emergency, would be temporarily registered to practice nursing in Ontario. A current stipulation to be eligible for registration in the Special Assignment Class on an emergency basis is that the applicant must confirm that she/he is applying to practise in Ontario for the sole purpose of providing assistance during an emergency situation.

With the introduction of the new Emergency Class, the retention of the special assignment class is now unclear, and we are concerned about its potential implications for RN preparation in Ontario. As we understand it, if an applicant for the Special Assignment class completed a nursing program that at the time of completion was recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practice as a registered nurse in that jurisdiction (interprovincial or international), then even though they do not have an approved baccalaureate degree in

nursing, they will be able to work in the province of Ontario for one year under the Special Assignment class.

The regulation currently does not stipulate educational requirements for RNs in the special assignment class, and only requires the applicant to have completed an examination in nursing jurisprudence, demonstrate sufficient language proficiency in either English or French and practice nursing only within the facility named in the certificate.

RNAO strongly supports the free movement of persons within Canada, and the right of qualified persons to work in their chosen profession across Canada. However, the Special Assignment class as currently written would recognize and broadly accept RN credentials from other jurisdictions, whether or not they meet the Ontario baccalaureate entry-to-practice requirement. This would dilute the share of Ontario RNs who are baccalaureate-prepared, and also provide a perverse incentive for some nursing students to get their credentials in the jurisdiction with the least-demanding educational requirements. This also can potentially open the door for deregulation and the for-profit international recruitment of nurses by private interests.

In addition, paragraph 21(10)2 indicates that the Special Assignment class member shall have his or her practice monitored and directed by a member of the College holding a general or extended class certificate of registration. Several concerns are raised regarding this paragraph, specifically with regards to the question of professional autonomy and accountability, and of monitoring. With regards to professional autonomy, by granting a certificate of registration in the special assignment class, the college should have reasonable confidence that the special assignment class member has the knowledge, skills and judgement to practice autonomously as a registered nurse or registered practical nurse. How much monitoring and direction would be required, and would the general or extended class member who is monitoring and directing be held accountable and/or liable for the practice of the special assignment member? This accountability would also have bearing on the coverage afforded by the personal professional liability protection provider of the general or extended class member.

RNAO suggests that with the introduction of the new Emergency class of registration, the purpose of retaining the Special Assignment Class is now redundant. Educational requirements for registration differ vastly between jurisdictions. As the special assignment class opens the door for less educated nurses, who carry the same title or qualification in another jurisdiction, to practice nursing in Ontario, the risk to Ontarians will increase. Internationally-educated nurses wishing to practice in Ontario, even for a short assignment, should be registered in the temporary or general class, and be held to the same standards expected of Ontario-educated nurses practicing in Ontario. In order to assure that Ontarians are receiving the same safe and quality care from nurses educated outside Ontario (including internationally-educated nurses), as is expected by the CNO from Ontario-educated nurses (and which RNAO is fully in support). RNAO recommends either removing the Special Assignment Class altogether, or adding minimum educational requirements for nurses applying into the special assignment class into the terms, conditions and limitations of section 21. Further, RNAO recommends limiting the duration of a special assignment certificate to one year.

Under the current proposed wording of section 21(11):

21(11) A special assignment class certificate of registration automatically expires on the earliest of the following:

1. The date specified in the certificate or if no date is specified in the certificate, one year after the date of issuance of the certificate.
2. The date when the appointment or special assignment actually ends

There appears to be nothing standing in the way of the certificate specifying a lengthy period, such as five, ten or more years. That would undermine the presumed purpose of a special assignment certificate and open it to abuse. Consequently, the RNAO recommends limiting the duration of a special assignment certificate to one year or when the special assignment actually ends, whichever comes first (equal or less than one year).

RECOMMENDATIONS:

- With the implementation of the Emergency Class of registration, section 21 – Special Assignment Class should be removed altogether.

Alternately:

- Amend section 21 – Special Assignment Class to stipulate minimum educational requirements for registration as a special assignment nurse educated in Ontario.
- Amend section 21(11)1 to read: “The date specified in the certificate with a maximum duration equal or less than one year, or if no date is specified in the certificate one year after the date of issuance of the certificate.
- Amend section 21(11)2 to read: “The date when the appointment or special assignment actually ends, with a maximum duration equal or less than one year.

v. Section 35(6). Dually Registered Members (RN/ RPN)

While the numbers of dually registered members are not vast, RNAO is concerned with regards to members who are dually registered as both registered nurses and registered practical nurses. In paragraph 35(6), the college has stipulated that where a member holds a general class certificate of registration as both a registered nurse and a registered practical nurse, and has declared that she or he has not practiced as a RN in Ontario during the previous three years, the member’s general class certificate of registration as a RN shall be revoked.

Should a dually registered member be unable to find work for several years as a registered nurse, through no fault of her or his own, and is able to secure a position to practice as a RPN, the nurse would not cease to use or “shut off” their higher level of knowledge, skills and judgement, and will continue provide high quality care regardless of the title they are using at their place of employment. While RNAO deems that the client population such a nurse would care for as an RPN would have stable conditions, with predictable outcomes, she or he would continue to use the knowledge, judgement and skills characteristic of RN practice. In fact, the college also stipulates that a nurse,

who holds dual registration as an RN and an RPN, is accountable to the CNO based on his or her RN registration.

RECOMMENDATIONS:

- Remove paragraph 35(6) pertaining to the revocation of RN registration for dually registered members who are unable to demonstrate RN practice.

REFERENCES

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- ¹ Registered Nurses' Association of Ontario. (2009). *RNAO's Submission to the Standing Committee on Social Policy, Bill 179: Regulated Health Professions Statute Law Amendment Act*. RNAO: Toronto, ON. Retrieved from: http://www.rnao.org/Page.asp?PageID=122&ContentID=3115&SiteNodeID=390&BL_ExpandID=
 - ² Government of Ontario. (1991/2010) *Health Professions Procedural Code*, Schedule II of the *Regulated Health Professions Act, 1991*. Amended Section 13.1 (1). Retrieved from: <http://www.canlii.ca/en/on/laws/stat/so-1991-c-18/latest/so-1991-c-18.html>
 - ³ Registered Nurses' Association of Ontario. (2009). *RNAO's Submission to the Standing Committee on Social Policy, Bill 179: Regulated Health Professions Statute Law Amendment Act*. RNAO: Toronto, ON. Retrieved from: http://www.rnao.org/Page.asp?PageID=122&ContentID=3115&SiteNodeID=390&BL_ExpandID=
 - ⁴ Government of Ontario. (1991/2010) *Health Professions Procedural Code*, Schedule II of the *Regulated Health Professions Act, 1991*. Amended Section 13.1 (1). Retrieved from: <http://www.canlii.ca/en/on/laws/stat/so-1991-c-18/latest/so-1991-c-18.html>
 - ⁵ College of Nurses of Ontario. (2010). *Fact Sheet: Registration - Declaration of Registration Requirements*. CNO: Toronto. Retrieved from: http://www.cno.org/Global/docs/reg/44044_DeclarationRegistrationReq.pdf
 - ⁶ Amnesty International USA. (2010). *Interactive Map of Legal Status of LBGT People: LBGT Legal Status around the World*. New York. Retrieved from: <http://www.amnestyusa.org/lgbt-human-rights/country-information/page.do?id=1106576>
 - ⁷ United Nations General Assembly. (1948) *Universal Declaration of Human Rights*. G.A. res. 217A (III), U.N. Doc A/810 at 71 Retrieved from: http://www.chrc-ccdp.ca/publications/universal_declaration-eng.aspx
 - ⁸ Ibid 2.
 - ⁹ College of Nurses of Ontario (2009). *Fact Sheet: Registration – Special Assignment Class*. CNO: Toronto. Retrieved from: http://www.cno.org/Global/docs/reg/45039_SpecAssFS.pdf