

1 **BEFORE THE ARIZONA STATE BOARD OF BEHAVIORAL HEALTH EXAMINERS**

2 **In the Matter of:**

3 **Natasha N. Boord, LMSW-12337,**  
4 **Licensed Master Social Worker,**  
5 **In the State of Arizona.**

**CASE NO. 2016-0010**

**RELEASE FROM  
CONSENT AGREEMENT AND ORDER**

6 **RESPONDENT**

7 The Board received a request from Respondent to release them from the terms and  
8 conditions of the Consent Agreement and Order dated August 10<sup>th</sup>, 2015. After consideration,  
9 the Board voted to release Respondent from the terms and conditions of the Consent  
10 Agreement and Order dated August 10<sup>th</sup>, 2015.

11 **ORDER**

12 **GOOD CAUSE APPEARING, IT IS THEREFORE ORDERED THAT:**

13 Respondent is hereby released from all terms and conditions of the Consent Agreement  
14 and Order dated August 10<sup>th</sup>, 2015.

15 Dated this 7<sup>th</sup> day of November, 2017.

16  
17 By:

M. J. Zavala  
18 TOBI ZAVALA, Executive Director  
19 Arizona Board of Behavioral Health Examiners

20 **ORIGINAL** of the foregoing filed  
This 7<sup>th</sup> day of November, 2017, with:

21 Arizona Board of Behavioral Health Examiners  
22 3443 N. Central Ave., Suite 1700  
Phoenix, AZ 85012

23 **COPY** of the foregoing mailed via  
24 Certified mail no. 10174450000080890172  
This 7<sup>th</sup> day of November, 2017, to:

25 Natasha N. Boord  
Address of Record  
Respondent

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**BEFORE THE ARIZONA BOARD  
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**In the Matter of:  
Natasha N. Boord, LMSW-12337,  
Licensed Master Social Worker,  
In the State of Arizona.**

**CASE NO. 2016-0010  
CONSENT AGREEMENT**

**RESPONDENT**

In the interest of a prompt and speedy settlement of the above captioned matter, consistent with the public interest, statutory requirements and responsibilities of the Arizona State Board of Behavioral Health Examiners ("Board"), and pursuant to A.R.S. §§ 32-3281(F) and 41-1092.07(F)(5), Natasha N. Boord ("Respondent") and the Board enter into this Consent Agreement, Findings of Fact, Conclusions of Law and Order ("Consent Agreement") as a final disposition of this matter.

**RECITALS**

Respondent understands and agrees that:

1. Any record prepared in this matter, all investigative materials prepared or received by the Board concerning the allegations, and all related materials and exhibits may be retained in the Board's file pertaining to this matter.
2. Respondent has the right to a formal administrative hearing at which Respondent can present evidence and cross examine the State's witnesses. Respondent hereby irrevocably waives her right to such formal hearing concerning these allegations and irrevocably waives her right to any rehearing or judicial review relating to the allegations contained in this Consent Agreement.
3. Respondent has the right to consult with an attorney prior to entering into this Consent Agreement.

1           4.       Respondent acknowledges and agrees that upon signing this Consent  
2 Agreement and returning it to the Board's Executive Director, Respondent may not revoke her  
3 acceptance of this Consent Agreement or make any modifications to it. Any modification of this  
4 original document is ineffective and void unless mutually approved by the parties in writing.

5           5.       The findings contained in the Findings of Fact portion of this Consent Agreement  
6 ~~are conclusive evidence of the facts stated herein and may be used for purposes of determining~~  
7 sanctions in any future disciplinary matter.

8           6.       This Consent Agreement is subject to the Board's approval, and will be effective  
9 only when the Board accepts it. In the event the Board in its discretion does not approve this  
10 Consent Agreement, this Consent Agreement is withdrawn and shall be of no evidentiary value,  
11 nor shall it be relied upon or introduced in any disciplinary action by any party hereto, except  
12 that Respondent agrees that should the Board reject this Consent Agreement and this case  
13 proceeds to hearing, Respondent shall assert no claim that the Board was prejudiced by its  
14 review and discussion of this document or of any records relating thereto.

15           7.       Respondent understands that once the Board approves and signs this Consent  
16 Agreement, it is a public record that may be publicly disseminated as a formal action of the  
17 Board, and that it shall be reported as required by law to the National Practitioner Data Bank.

18           8.       Respondent further understands that any violation of this Consent Agreement  
19 constitutes unprofessional conduct pursuant to A.R.S. § 32-3251(16)(n) and may result in  
20 disciplinary action pursuant to A.R.S. § 32-3281.

21           9.       The Board therefore retains jurisdiction over Respondent and may initiate  
22 disciplinary action against Respondent if it determines that she has failed to comply with the  
23 terms of this Consent Agreement or of the practice act.

24           The Board issues the following Findings of Fact, Conclusions of Law and Order:  
25 ...

1 FINDINGS OF FACT

2 1. Respondent is the holder of License No. LMSW-12337 for the practice of social  
3 work in Arizona.

4 2. Since 07/13, Respondent has been involuntarily terminated from three behavioral  
5 health agencies.

6 3. On 07/09/13, Respondent was terminated from Agency 1 for failing to adhere to  
7 work conduct policy.

8 4. On 11/01/13, Respondent was terminated during her probationary period at  
9 Agency 2 due to failing to refrain from prejudicial behavior especially in the role of social worker.

10 5. Respondent admitted to making inappropriate comments regarding coworkers  
11 religious beliefs and sexual orientation.

12 6. On 03/03/15, Respondent was involuntarily terminated from Agency 3 for  
13 violating the rules of patient safety.

14 7. On employment applications for Agency 2, Agency 3, and her current employer,  
15 Respondent misrepresented the basis for leaving her previous jobs, failing to disclose that she  
16 had been involuntarily terminated.

17 CONCLUSIONS OF LAW

18 1. The Board has jurisdiction over Respondent pursuant to A.R.S. § 32-3251 *et seq.*  
19 and the rules promulgated by the Board relating to Respondent's professional practice as a  
20 licensed behavioral health professional.

21 2. The conduct and circumstances described in the Findings of Fact constitute a  
22 violation of A.R.S. § 32-3251(15)(l), any conduct, practice or condition that impairs the ability of  
23 the licensee to safely and competently practice the licensee's profession.

24 3. The conduct and circumstances described in the Findings of Fact constitute a  
25 violation of A.R.S. § 32-3251(15)(k), any conduct or practice that is contrary to recognized

1 standards of ethics in the behavioral health profession or that constitutes a danger to the health,  
2 welfare, or safety of a client, as it relates to:

3 NASW Code of Ethics 1.01 Respect:

4 (a). Social workers should treat colleagues with respect and should represent  
5 accurately and fairly the qualifications, views, and obligations of colleagues.

6 (b). Social workers should avoid unwarranted negative criticism of colleagues in  
7 communications with clients or with other professionals. Unwarranted negative  
8 criticism may include demeaning comments that refer to colleagues' level of  
9 competence or to individuals' attributes such as race, ethnicity, national origin,  
10 color, sex, sexual orientation, gender identity or expression, age, marital status,  
11 political belief, religion, immigration status, and mental or physical disability.

12 4. The conduct and circumstances described in the Findings of Fact constitute a  
13 violation of A.R.S. § 32-3251(15)(b), use of fraud or deceit in connection with rendering services  
14 as a licensee or establishing qualifications pursuant to this chapter.

15 ORDER

16 Based upon the foregoing Findings of Fact and Conclusions of Law, the parties agree to the  
17 provisions and penalties imposed as follows:

18 Stayed Suspension

19 1. As of the effective date of this Consent Agreement, Respondent's license,  
20 LMSW-12337, shall be **SUSPENDED** 24 months. However, the suspension shall be stayed and  
21 Respondent's license shall be placed on probation.

22 2. During the stayed suspension portion of the Order, if Respondent is  
23 noncompliant with the terms of the Order in any way, the stay of the suspension shall be lifted  
24 and Respondent's license shall be automatically suspended as set forth above.

25 ...

1           3.     If Respondent contests the lifting of the stay as it relates to this paragraph,  
2 Respondent shall request in writing, within 10 days of being notified of the automatic  
3 suspension of licensure, that the matter be placed on the Board agenda for the Board to review  
4 and determine if the automatic suspension of Respondent's license was supported by  
5 substantial evidence.

6           4.     If the written request is received within 10 days of a regularly scheduled Board  
7 meeting, the request will not be heard at that meeting, but will be heard at the next regularly  
8 scheduled Board meeting.

9           5.     Pending the Board's review, Respondent's license shall be reported as  
10 suspended - under review. Respondent may not work in any capacity as a licensed behavioral  
11 health professional pending the Board's review. The Board's decision and Order shall not be  
12 subject to further review.

13                                   **Probation**

14           6.     Respondent's license, LMSW- 12337, will be placed on probation, effective from  
15 the date of entry as signed below.

16           7.     Respondent shall not practice under her license, LMSW-12337, unless she is  
17 fully compliant with all terms and conditions in this Consent Agreement. If, for any reason,  
18 Respondent is unable to comply with the terms and conditions of this Consent Agreement, she  
19 shall immediately notify the Board in writing and shall not practice under her license until she  
20 submits a written request to the Board to re-commence compliance with this Consent  
21 Agreement. All such requests shall be pre-approved by the Board Chair or designee.

22           8.     In the event that Respondent is unable to comply with the terms and conditions  
23 of this Consent Agreement, all remaining time frames shall be tolled and remain tolled until such  
24 time as she is granted approval to re-commence compliance with the Consent Agreement.

25 ...

1 **Continuing Education**

2 9. In addition to the continuing education requirements of A.R.S. § 32-3273, within  
3 12 months of the effective date of this Consent Agreement, Respondent shall take and pass a  
4 three semester credit hour graduate level behavioral health ethics course from an accredited  
5 college or university, pre-approved by the Board Chair or designee. Upon completion,  
6 Respondent shall submit to the Board an official transcript establishing completion of the  
7 required course.

8 **Clinical Supervision**

9 10. While on probation, Respondent shall submit to clinical supervision for 24 months  
10 by a masters or higher level behavioral health professional licensed at the independent level.  
11 Within 30 days of the date of this Consent Agreement, Respondent shall submit the name of a  
12 clinical supervisor for pre-approval by the Board Chair or designee. Also within 30 days of the  
13 date of this Consent Agreement, the clinical supervisor shall submit a letter disclosing his/her  
14 prior relationship to Respondent. In that letter, the clinical supervisor must address why he/she  
15 should be approved, acknowledge that he/she has reviewed the Consent Agreement and  
16 include the results of an initial assessment and a supervision plan regarding the proposed  
17 supervision of Respondent. The letter from the supervisor shall be submitted to the Board.

18 **Focus and Frequency of Clinical Supervision**

19 11. The focus of the supervision shall relate to standards and policies regarding work  
20 processes, transference, ethics and boundaries. Respondent shall meet individually in person  
21 with the supervisor for a minimum of one hour at least weekly if working fulltime or twice  
22 monthly if working less than 20 hours per week.

23 **Reports**

24 12. Once approved, the supervisor shall submit quarterly reports for review and  
25 approval by the Board Chair or designee. The quarterly reports shall include issues presented in

1 this Consent Agreement that need to be reported and the supervisor shall notify the Board if  
2 more frequent supervision is needed. Quarterly reports shall include the following:

- 3 a. Dates of each clinical supervision session.
- 4 b. A comprehensive description of issues discussed during supervision  
5 sessions.

6 13. All quarterly supervision reports shall include a copy of clinical supervision  
7 documentation maintained for that quarter. All clinical supervision documentation maintained by  
8 the supervisor shall comply with requirements set forth in A.A.C. R4-6-212(F)(4).

9 14. After Respondent's probationary period, the supervisor shall submit a final  
10 summary report for review and approval by the Board Chair or designee. The final report shall  
11 also contain a recommendation as to whether the Respondent should be released from this  
12 Consent Agreement.

### 13 Change of Clinical Supervisor During Probation

14 15. If, during the period of Respondent's probation, the clinical supervisor determines  
15 that he/she cannot continue as the clinical supervisor, he/she shall notify the Board within 10  
16 days of the end of supervision and provide the Board with an interim final report. Respondent  
17 shall advise the Board Chair or designee within 30 days of cessation of clinical supervision by  
18 the approved clinical supervisor and provide the name of a new proposed clinical supervisor.  
19 The proposed clinical supervisor shall provide the same documentation to the Board as was  
20 required of the initial clinical supervisor.

### 21 Therapy

22 16. During the period of probation, Respondent shall attend therapy for 24 months  
23 with a masters or higher level behavioral health professional licensed at the independent level  
24 with training in trauma. Within 30 days of the date of this Consent Agreement, Respondent shall  
25 submit the name of her therapist and the therapist's curriculum vitae for pre-approval by the



1 Board Chair or designee. Also within 30 days of the date of this Consent Agreement, the  
2 therapist shall submit a letter addressing why he/she should be approved, acknowledging that  
3 he/she has reviewed the Consent Agreement and include the results of an initial assessment  
4 and a treatment plan regarding the proposed treatment of Respondent.

5 17. Upon approval, the Board will provide the therapist with copies of any required  
6 evaluations completed at the request of the Board prior to this Consent Agreement and the

7 Board's investigative report.

### 8 Focus and Frequency of Therapy

9 18. The focus of the therapy shall relate to personal issues, transference, and  
10 victimization. Respondent shall meet in person with the therapist twice monthly. After 12  
11 months, and upon the recommendation of the therapist, Respondent may request early release  
12 from therapy.

### 13 Reports

14 19. Once approved, the therapist shall submit quarterly reports and a final summary  
15 report to the Board for review and approval. The quarterly reports shall include issues presented  
16 in this Consent Agreement that need to be reported and the therapist shall notify the Board if  
17 more frequent therapy is needed. The reports shall address Respondent's current mental health  
18 status, medications prescribed, if any, treatment recommendation, and shall report if, in his/her  
19 professional opinion, Respondent becomes unable to practice psychotherapy safely and  
20 competently. The final report shall also contain a recommendation as to whether the  
21 Respondent should be released from this Consent Agreement.

### 22 Change of Therapist

23 21. In the event that, during the period of Respondent's probation, Respondent's  
24 Board-approved therapist discontinues treatment, Respondent shall submit the name of a new  
25 therapist and the therapist's curriculum vitae for pre-approval by the Board Chair or designee

1 within 30 days of the discontinued treatment. Also within 30 days of the date of the discontinued  
2 treatment, the proposed therapist shall submit a letter addressing why he/she should be  
3 approved, acknowledging that he/she has reviewed the Consent Agreement, and include the  
4 results of an initial assessment and a treatment plan regarding the proposed treatment of  
5 Respondent.

6 **GENERAL PROVISIONS**

7 **Provision of Clinical Supervision**

8 22. Respondent shall not provide clinical supervision while subject to this Consent  
9 Agreement.

10 **Civil Penalty**

11 23. Subject to the provisions set forth in paragraph 24 the Board imposes a civil  
12 penalty against the Respondent in the amount of \$1,000.00.

13 24. Respondent's payment of the civil penalty shall be stayed so long as Respondent  
14 remains compliant with the terms of this Consent Agreement. If Board staff determines that  
15 Respondent is noncompliant with the terms of this Consent Agreement in any respect, with the  
16 exception of the tolling provision under Paragraph 8, the stay of the civil penalty payment shall  
17 be automatically lifted and payment of the civil penalty shall be made by certified check or  
18 money order payable to the Board within 30 days after being notified in writing of the lifting of  
19 the stay.

20 25. Within 10 days of being notified of the lifting of the stay, Respondent may request  
21 that the matter be reviewed by the Board for the limited purpose of determining whether the  
22 automatic lifting of the stay was supported by substantial evidence. If the Board receives the  
23 written request within 10 days or less of the next regularly scheduled Board meeting, the  
24 request will not be heard at that meeting, but will be heard at the next regularly scheduled Board  
25 meeting. The Board's decision on this matter shall not be subject to further review.

1           26. The Board reserves the right to take further disciplinary action against  
2 Respondent for noncompliance with this Consent Agreement after affording Respondent notice  
3 and an opportunity to be heard. If a complaint is filed against Respondent for failure to comply  
4 with this Consent Agreement, the Board shall have continuing jurisdiction until the matter is final  
5 and the period of probation shall be extended until the matter is final.

6           27. If Respondent currently sees clients in their own private practice, and obtains any  
7 other type of behavioral health position, either as an employee or independent contractor, where  
8 she provides behavioral health services to clients of another individual or agency, she shall  
9 comply with requirements set forth in Paragraphs 28 through 30 below.

10          28. Within 10 days of the effective date of this Order, if Respondent is working in a  
11 position where Respondent provides any type of behavioral health related services or works in a  
12 setting where any type of behavioral health, health care, or social services are provided,  
13 Respondent shall provide the Board Chair or designee with a signed statement from  
14 Respondent's employer(s) confirming Respondent provided the employer(s) with a copy of this  
15 Consent Agreement. If Respondent does not provide the employer's statement to the Board  
16 within 10 days of the effective date, the Board will provide Respondent's employer(s) with a  
17 copy of the Consent Agreement.

18          29. If Respondent is not employed as of the effective date of this Order, within 10  
19 days of accepting employment in a position where Respondent provides any type of behavioral  
20 health related services or in a setting where any type of behavioral health, health care, or social  
21 services are provided, Respondent shall provide the Board Chair or designee with a written  
22 statement providing the contact information of her new employer and a signed statement from  
23 Respondent's new employer confirming Respondent provided the employer with a copy of this  
24 Consent Agreement. If Respondent does not provide the employer's statement to the Board  
25 within 10 days, as required, Respondent's failure to provide the required statement to the Board

1 shall be deemed a violation of A.R.S. § 32-3251(16)(n) and the Board will provide Respondent's  
2 employer(s) with a copy of the Consent Agreement.

3 30. If, during the period of Respondent's probation, Respondent changes  
4 employment, resigns, is involuntarily terminated, resigns in lieu of termination, or goes on  
5 extended leave of absence for whatever reason that may impact her ability to timely comply with  
6 the terms of probation, Respondent shall, within 10 days of the aforementioned acts, inform the  
7 Board of her change of employment status. After the change and within 10 days of accepting  
8 employment in a position where Respondent provides any type of behavioral health related  
9 services or in a setting where any type of behavioral health, health care, or social services are  
10 provided, Respondent shall provide the Board Chair or designee a written statement providing  
11 the contact information of her new employer(s) and a signed statement from Respondent's new  
12 employer(s) confirming Respondent provided the employer(s) with a copy of this Consent  
13 Agreement. If Respondent does not provide the employer's statement to the Board within 10  
14 days, as required, Respondent's failure to provide the required statement to the Board shall be  
15 deemed a violation of A.R.S. § 32-3251(16)(n) and the Board will provide Respondent's  
16 employer(s) with a copy of the Consent Agreement.

17 31. Respondent shall practice behavioral health using the name under which she is  
18 licensed. If Respondent changes her name, she shall advise the Board of the name change as  
19 prescribed under the Board's regulations and rules.

20 32. Prior to the release of Respondent from probation, Respondent must submit a  
21 written request to the Board for release from the terms of this Consent Agreement at least 30  
22 days prior to the date she would like to have this matter appear before the Board. Respondent  
23 may appear before the Board, either in person or telephonically. Respondent must provide  
24 evidence that she has successfully satisfied all terms and conditions in this Consent Agreement.  
25 The Board has the sole discretion to determine whether all terms and conditions of this Consent

1 Agreement have been met and whether Respondent has adequately demonstrated that she has  
2 addressed the issues contained in this Consent Agreement. In the event that the Board  
3 determines that any or all terms and conditions of this Consent Agreement have not been met,  
4 the Board may conduct such further proceedings as it determines are appropriate to address  
5 those matters.

6 ~~33. Respondent shall bear all costs relating to probation terms required in this~~  
7 Consent Agreement.

8 34. Respondent shall be responsible for ensuring that all documentation required in  
9 this Consent Agreement is provided to the Board in a timely manner.

10 35. This Consent Agreement shall be effective on the date of entry below.

11 36. This Consent Agreement is conclusive evidence of the matters described herein  
12 and may be considered by the Board in determining appropriate sanctions in the event a  
13 subsequent violation occurs.


14  
15 **PROFESSIONAL ACCEPTS, SIGNS AND DATES THIS CONSENT AGREEMENT**

16   
17 \_\_\_\_\_  
Natasha N. Board

16 8/10/15  
17 \_\_\_\_\_  
Date

18 **BOARD ACCEPTS, SIGNS AND DATES THIS CONSENT AGREEMENT**

19 Dated this 10<sup>th</sup> day of August, 2015.

20  
21 By:   
22 \_\_\_\_\_  
TOBI ZAVALA, Executive Director  
Arizona Board of Behavioral Health Examiners

23  
24 **ORIGINAL** of the foregoing filed  
25 This 10<sup>th</sup> day of August, 2015 with:

1 Arizona Board of Behavioral Health Examiners  
2 3443 N. Central Ave., Suite 1700  
3 Phoenix, AZ 85012

3 **COPY** of the foregoing, mailed via Interagency Mail  
4 This 10<sup>th</sup> day of August, 2015, to:

4 Marc Harris  
5 Assistant Attorney General  
6 1275 West Washington  
7 Phoenix, Arizona 85007

7 **COPY** of the foregoing mailed via  
8 Certified mail no. 70142870000189570353  
9 This 10<sup>th</sup> day of August, 2015, to:

9 Natasha N. Boord  
10 Address of Record  
11 Respondent

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