



STATE OF ARIZONA  
BOARD OF BEHAVIORAL HEALTH EXAMINERS  
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DOUGLAS A. DUCEY  
Governor

TOBI ZAVALA  
Executive Director

July 14, 2016

Mrs. Robbin Rivers



Dear Ms. Rivers:

On July 8, 2016, the Board reviewed your application for licensure as an associate substance abuse counselor and determined that you are not eligible for licensure pursuant to A.R.S. § 32-3275(6). Specifically, the Board found that you engaged in conduct that had you been licensed would have constituted grounds for disciplinary action. The Board determined that the disciplinary action invoked the following violations that were based upon the conduct referenced thereafter:

1. A.R.S § 32-3251(16)(b), use of fraud or deceit in connection with rendering services as a licensee or in establishing qualifications pursuant to A.R.S. Title 32, Chapter 33.
2. A.R.S § 32-3251(16)(l), any conduct, practice or condition that impairs the ability of the licensee to safely and competently practice the licensee's profession.
3. A.R.S § 32-3251(16)(c)(ii), any oral or written misrepresentation of a fact by an applicant or licensee in any statements provided during an investigation or disciplinary proceeding by the Board.

These violations were based on the following findings:

1. On 4 separate behavioral health employment applications, you misrepresented the basis of leaving your previous job, failing to indicate you were involuntarily terminated.
2. In 07/13, you were involuntarily terminated from Terros.
3. A supervisory document included in your Terros personnel record indicated:
  - a. You were coming into work in pajamas, clocking in, and then going home.
  - b. You would return hours later dressed for work.
  - c. Based on this information, you were terminated on 07/12/13.
4. On your 07/30/13 employment application to Aurora, you identified your previous job at Terros but listed the reason for leaving as "Resigned."
5. On your 04/24/14 employment application to Community Bridges, you identified your previous job at Terros but listed the reason for leaving as "Resigned."
6. On your 06/09/14 employment application to La Frontera, you identified your previous job at Terros but listed the reason for leaving as "Resigned to complete my internship."
7. On your 04/11/14 employment application to Southwest Human Development, you identified your previous job at Terros but listed the reason for leaving as "Resigned."
8. Based on this information, it appears that you intentionally provided false information on your employment applications to avoid disclosure of your conduct and termination.

9. When Board staff asked you what you will do when completing future job applications, you indicated:
  - a. You will continue to indicate that you resigned from Terros.
  - b. "They are not going to hire someone that was terminated for misuse of company time."
10. During the application process at several places of employment, you falsely listed your boyfriend ("Boyfriend") as your former supervisor for Terros.
11. During your investigative interview with Board staff, you initially stated the following when asked about Boyfriend:
  - a. Boyfriend was a clinical liaison at Terros and you would go to him for support.
  - b. He told you that he could be a reference for you.
12. When Board staff presented you with an employee information sheet that indicated Boyfriend was listed as your emergency contact and your boyfriend, you indicated that your relationship started after you had stopped working with each other.
13. When further questioned about this issue, you stated that Boyfriend never worked for Terros and you asked him to pose as a reference for Terros because you did not have anyone else to ask that worked there.
14. During an investigative interview with Board staff, you were asked what you have done to change your work habits.
15. In response, you indicated:
  - a. Currently, you are going through therapy with your EAP.
  - b. You are going to therapy for stressors which include school, working two jobs, and home issues.
16. When Board staff attempted to follow up on your therapy by gathering the name and location of your current therapist, you responded that you do not remember who you saw or where therapy took place, and that you only went in for your intake and did not return.

Per A.R.S. §41.1092.03.B, you may request a Formal Hearing by notifying the agency in writing within thirty-five (35) days from the date of this letter. If you do request a Formal Hearing, you also have the right, pursuant to A.R.S. §41-1092.06, to request a settlement conference. If you do not request a Formal Hearing by the close of business on August 18, 2016, your file will be closed without further recourse to appeal and the licensure denial will be reported to the federal data banks that record this information. If you desire licensure at a later date, you must submit a new application and fee.

PLEASE BE FURTHER ADVISED that, pursuant to the Board's new licensure statute, as of July 1, 2004, only persons holding licenses to practice substance abuse counseling may do so unless they are exempt from licensure pursuant to A.R.S. § 32-3271.

If you have any questions, I can be reached at (602) 542-1617.

Sincerely,



Tobi Zavala  
Executive Director