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BEFORE THE ARIZONA BOARD
OF BEHAVIORAL HEALTH EXAMINERS

In the Matter of:
Christopher D. Haddad, LISAC-11796,
Licensed Independent Substance Abuse
Counselor,
In the State of Arizona.

CASE NO. 2017-0084

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), Christopher D. Haddad ("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 their right to such formal hearing concerning these allegations and irrevocably waives their right to any rehearing or judicial review relating to the allegations contained in this Consent Agreement.

1 3. Respondent has the right to consult with an attorney prior to entering into this
2 Consent Agreement.

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

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

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12 Consent Agreement, this Consent Agreement is withdrawn and shall be of no evidentiary value,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

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

20 The Board issues the following Findings of Fact, Conclusions of Law and Order:

21 **FINDINGS OF FACT**

22 1. Respondent is the holder of License No. LISAC-11796 for the practice of
23 substance abuse counseling in Arizona.

24 2. From approximately 07/16 - 02/17, Respondent was employed as the Substance
25 Abuse Program Manager at a behavioral health agency ("Agency").

1 3. Respondent's responsibilities as Program Manager included:

- 2 a. Conducting assessments with clients to determine needs.
3 b. Developing individual treatment plans and evaluating clients' progress.
4 c. Overseeing Agency's clinical services.
5 d. Maintaining a therapeutic relationship with clients and their families.

6 4. An adult female client ("Client") intermittently participated in substance abuse and
7 grief counseling at Agency from 2015 to 2017.

8 5. Respondent reviewed, approved and signed off on several of Client's clinical
9 records including assessments, treatment/service plans, and crisis plans.

10 6. In 02/17, Client's probation officer ("PO") reported to the Board that Client and
11 Respondent were involved in a sexual relationship.

12 7. Client had requested approval to live with her boyfriend, Respondent, and
13 provided PO with the address to Respondent's home.

14 8. The Board also received information from Agency indicating that Respondent's
15 employment had been terminated due to his non-working relationship with Client.

16 9. In a Board interview, PO indicated:

- 17 a. Client was living in Respondent's home and her personal belongings
18 were in the master bedroom with Respondent's.
19 b. Client indicated that she and Respondent were a couple and living
20 together.
21 c. Client confirmed their relationship was sexual, but it did not occur until
22 after she left Agency.

23 10. In response to the allegations, Respondent indicated the following:

- 24 a. On 01/28/17, while still employed at Agency, he met with Client at a
25 restaurant.

1 b. After Respondent's termination from Agency, Respondent and Client
2 made the decision for Client to move into Respondent's residence.

3 c. Respondent and Client decided to enter into a "romantic relationship" with
4 each other since he was no longer employed at Agency, and may no
5 longer be able to engage in the practice of behavioral health.

6 11. Respondent and Client met each other, through no other means or capacity,
7 other than through their therapeutic relationship.

8 12. As a licensed behavioral health professional, it was highly inappropriate for
9 Respondent to exploit that therapeutic relationship and engage in a personal, sexual and
10 romantic relationship with Client.

11 13. Respondent failed to report his change of employment to the Board within 30
12 days as required.

13 14. Despite numerous requests and the issuance of a subpoena to appear,
14 Respondent failed to make himself available during normal business hours for an in person
15 investigative interview.

16 **CONCLUSIONS OF LAW**

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

20 2. The conduct and circumstances described in the Findings of Fact constitute a
21 violation of A.R.S. § 32-3251(16)(v), any sexual conduct between a licensee and a client or
22 former client.

23 3. The conduct and circumstances described in the Findings of Fact constitute a
24 violation of A.R.S. § 32-3251(16)(k), any conduct or practice that is contrary to recognized
25 standards of ethics in the behavioral health profession or that constitutes a danger to the health,

1 welfare or safety of a client, as it relates to the following section of the 2016 NAADAC Code of
2 Ethics:

3 **1-23 Sexual Relationships:** Addiction professionals shall not engage in any
4 form of sexual or romantic relationship with any current or former client, nor
5 accept as a client anyone with whom they have engaged in a romantic, sexual,
6 social or familial relationship. This prohibition includes in-person and electronic
7 interactions and/or relationships. Addiction professionals are prohibited from
8 engaging in counseling relationships with friends or family members with whom
9 they have an inability to remain objective.

10 4. The conduct and circumstances described in the Findings of Fact constitute a
11 violation of A.R.S. § 32-3251(16)(x), exploiting a client, former client or supervisee. For the
12 purposes of this subdivision, "exploiting" means taking advantage of a professional relationship
13 with a client, former client or supervisee for the benefit or profit of the licensee.

14 5. The conduct and circumstances described in the Findings of Fact constitute a
15 violation of A.R.S. § 32-3251(16)(o), failing to furnish information within a specified time to the
16 Board or its investigators or representatives if legally requested by the Board.

17 6. The conduct and circumstances described in the Findings of Fact constitute a
18 violation of A.R.S. § 32-3251(16)(ii), violating any federal or state law, rule or regulation
19 applicable to the practice of behavioral health, as it relates to

20 **A.A.C. R4-6-205:** A licensee or an applicant shall notify the agency in writing no
21 later than 30 days after any change of the licensee's or applicant's residence or
22 office mailing address or residence of office telephone number.

23 7. The conduct and circumstances described in the Findings of Fact constitute a
24 violation of A.R.S. § 32-3251(16)(c)(ii), any oral or written misrepresentation of a fact by an

25 ...

1 applicant or licensee in any statements provided during an investigation or disciplinary
2 proceeding by the Board.

3 **SURRENDER ORDER**

4 Based upon the foregoing Findings of Fact and Conclusion of Law, the parties agree to
5 the provision and penalties imposed as follows:

- 6 1. Respondent's license, LISAC-11796, shall be surrendered to the Board, effective
7 from the date of entry as signed below.
- 8 2. The surrender shall be considered a revocation of Respondent's license.
- 9 3. This Consent Agreement is conclusive evidence of the matters described herein
10 and may be considered by the Board in determining appropriate sanctions in the event a
11 subsequent violation occurs.


12 **PROFESSIONAL ACCEPTS, SIGNS AND DATES THIS CONSENT AGREEMENT**

13 
14 _____
15 Christopher D. Haddad

16 5/12/17
17 _____
18 Date

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

20 Dated this 12th day of May, 2017.

21 By: 
22 _____
23 TOBIN ZAVALA, Executive Director
24 Arizona Board of Behavioral Health Examiners

25 ORIGINAL of the foregoing filed
This 12th day of May, 2017 with:

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

COPY of the foregoing mailed via Interagency Mail
This 12th day of May, 2017, to:

1 Marc Harris
2 Assistant Attorney General
3 1275 West Washington
4 Phoenix, Arizona 85007

5 **COPY** of the foregoing mailed via
6 Certified mail no. 7016240000018042383
7 This 12th day of May, 2017, to:

8 Christopher D. Haddad
9 Address of Record
10 Respondent

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