



STATE OF ARIZONA  
BOARD OF BEHAVIORAL HEALTH EXAMINERS  
3443 NORTH CENTRAL AVENUE, SUITE 1700  
PHOENIX, AZ 85012  
PHONE: 602.542.1882 FAX: 602.364.0890  
Board Website: [www.azbbhe.us](http://www.azbbhe.us)  
Email Address: [information@azbbhe.us](mailto:information@azbbhe.us)

DOUGLAS A. DUCEY  
Governor

TOBI ZAVALA  
Executive Director

April 24, 2017

Ms. Sheera Gilboa  
[REDACTED]

Dear Ms. Gilboa:

The Arizona Board of Behavioral Health Examiners ("Board") denied your request to withdraw your application for licensure as a master social worker. The Board further determined that you are not eligible for licensure pursuant to A.R.S. § 32-3275(A)(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 violation that was based upon the conduct referenced thereafter:

1. A.R.S. § 32-3251(15)(k), any conduct or practice that is contrary to recognized standards of ethics in the behavioral health profession or that constitutes a danger to the health, welfare or safety of a client, as it relates to the following section of the 2008 NASW Code of Ethics:
  - o 1.06, Conflicts of Interest
2. A.R.S. § 32-3251(15)(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)(ii), violating any federal or state law, rule or regulation applicable to the practice of behavioral health as it relates to:
  - o A.A.C. R4-6-205, Change of Contact Information

These violations were based on the following findings:

1. From approximately 12/14 – 03/15, you provided in-home behavioral health services to a family ("Family") consisting of a mother ("Mother"), stepfather, daughter ("Daughter") and son.
2. You acknowledge that, approximately 3 months following the termination of Family's services, you engaged in a personal and social relationship with Family.
3. Daughter's father ("Father") submitted several screenshots of Daughter's Instagram posts, which were "liked" by you.
4. Of further concern is that you acknowledged providing babysitting services for Family.
5. During your investigative interview, you indicated the following:

- a. About 3 months following the termination of services, you began to have a personal relationship with Mother and Daughter.
- b. You began to babysit the children because services had been closed for several months and because they had a strong positive relationship, you thought if you continued to assist them it would be okay.
- c. You understand this shouldn't have happened and have since discontinued that relationship.
- d. During their professional relationship, you did not have a texting relationship with Daughter, but did when you began to babysit her.
- e. Following services being discontinued, you reconnected with Family through social media.
- f. You tend to lead with your heart and gained a special relationship with this family.
- g. When you first contacted them following services, you just wanted to see how things had been and things moved forward into the personal relationship.
6. Furthermore, there is no indication that you made your employer aware that you engaged in a personal, and what appears to be a financially beneficial, relationship with Family.
7. It appears that if it were not for the complaint from Father, your employer as well as the Board, would have had no knowledge that you engaged in this relationship.
8. According to Father, you filed a report with the Department of Child Safety ("DCS") regarding potential child abuse allegations that were disclosed to you by Daughter.
9. You acknowledge filing a DCS report and indicated to Board staff that:
  - a. Daughter confided in you her concerns about the behavior in Father's home.
  - b. As a mandated reporter, you called DCS.
10. In review of the clinical record, there is no information documenting Daughter's disclosure of potential child abuse.
11. Although you are a mandated reporter, it appears problematic that you failed to create and maintain any record of Daughter's specific disclosures or the fact that you made a report to DCS.
12. Furthermore, there is no indication that you ever informed your employer of the fact that Daughter disclosed child abuse allegations and that you filed a DCS report.
13. In response to Father's allegations, you submitted a written statement to the Board and participated in a telephonic interview with Board staff.
14. Following the initial interview, Board staff determined that an additional interview was necessary and made a total of six verbal and/or written attempts to conduct a secondary interview.
15. You failed to respond to multiple attempts to contact you, so a secondary interview was not conducted.
16. In 08/16, you submitted your voluntary resignation to your employer.
17. To date, you have not provided updated employment contact information to the Board as required.

**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 May 29,**

**2017 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 social work 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,

A handwritten signature in black ink, appearing to read "Tobi Zavala". The signature is fluid and cursive, with a long horizontal stroke at the end.

Tobi Zavala  
Executive Director