

IN THE MATTER OF	*	BEFORE THE
MAIRI BRIGHID GRIZZARD, LGSW	*	BOARD OF
LICENSE NUMBER: G10317	*	SOCIAL WORK EXAMINERS
RESPONDENT	*	CASE NUMBER: 938

\* \* \* \* \*

**FINAL CONSENT ORDER**

The Maryland State Board of Social Work Examiners (“the Board”) hereby charged **MAIRI BRIGHID GRIZZARD** (“the Respondent”), **D.O.B. 03/28/1978, License Number: G10317** with violating certain provisions of the Maryland Social Workers Act (“the Act”), Md. Health Occ. Code Ann. (“H.O.”) §§ 19-101 et seq. (2000 Repl. Vol. and 2004 Supp.). The Board charged the Respondent as follows:

**H.O. § 19-311. Denials, reprimands, suspensions, and revocations-Grounds.**

Subject to the hearing provisions of § 19-312 of this subtitle, the Board may deny a license to any applicant, fine a licensee, reprimand any licensee, place any licensee on probation, or suspend or revoke a license if the applicant or licensee:

- (4) Commits any act of gross negligence, incompetence, or misconduct in the practice of social work;
- (5) Knowingly violates any provision of this title;
- (6) Engages in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work;
- (7) Violates any provision of this title or regulations governing the practice of social work adopted and published by the Board;
- (12) Knowingly makes or files a false report or record in the practice of social work.

**Code Md. Regs. tit. 10, § 42.03 Code of Ethics.**

.03 General Conduct.

A. The licensee shall:

(5) Maintain documentation in the client's record which:

(a) Is legible;

(b) Accurately reflects the services provided, including treatment plans, treatment goals, and progress notes;

(c) Indicates the time and date the services were provided;

B. In the capacity of or identity as a licensed social worker, the licensee may not:

(1) Participate or condone dishonesty, fraud, deceit, or misrepresentation.

**FINDINGS OF FACT**

The Board finds that:

1. At all times relevant herein, the Respondent was licensed to practice social work in the State of Maryland. The Respondent was initially issued a license to practice social work, in the State of Maryland, on July 18, 2002.

2. On or about April 7, 2005, the Board received a complaint from the Associate Administrator for Villa Maria School ("Villa Maria"), alleging that the Respondent had falsely documented patient treatment records.<sup>1</sup>

3. The Respondent was employed as a therapist at Villa Maria from January 13, 2003 until January 21, 2005.

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<sup>1</sup> Villa Maria School provides education and treatment for emotionally disturbed children from ages 3-14.

4. On January 7, 2005, a treatment team meeting was held with one of the Respondent's clients (herein after "Client A"). The Respondent, Client A, Client A's mother, and other Villa Maria staff members attended the meeting.

5. When asked during the treatment team meeting how his therapy sessions were going, Client A responded "I've never seen my therapist. I am supposed to have therapy on Tuesday at 1:00, but my therapist never comes."

6. The Respondent disputed Client A's response that he had never met with her. The Respondent indicated that she had conducted several therapy sessions with Client A.

7. On or about January 13, 2005, the Respondent submitted several treatment notes to her supervisor. The treatment notes indicated that the Respondent had several individual therapy sessions with Client A.

8. When the Respondent's supervisor reviewed the Respondent's treatment notes, her supervisor discovered numerous discrepancies.

9. The Respondent's supervisor noticed that the Respondent's treatment notes contained dates that the Respondent could not have met with Client A, because Client A had been in another class or absent from school for the entire day.

10. When the Respondent's supervisor confronted the Respondent about the discrepancies that were found in her treatment notes, the Respondent stated that she met with Client A, but not on the dates that were indicated in the treatment notes.

11. On or about May 23, 2005, the Respondent admitted to the Board investigator that she had not met with Client A for therapy sessions.

12. The Respondent also admitted to the Board investigator that she had falsely stated in her treatment notes that she met with Client A when she had not.

13. The Respondent's conduct as described above violates the Act and the regulations set forth herein.

### CONCLUSIONS OF LAW

The Board finds that the Respondent violated H.O. § 19-311(4), (5), (6), (7) and (12) and Code Md. Regs. tit. 10, § 42.03 A and B.

### ORDER

Based on the foregoing Findings of Fact and Conclusions of Law, it is this 10<sup>th</sup> day of March 2006, the Board, by a majority of the quorum of the Board, hereby

**ORDERED** that the Respondent's license to practice social work is **SUSPENDED** for a period of **two (2) years**; and be it further

**ORDERED** that the Respondent shall return her wall certificate and wallet licenses to the Board, within ten days (10) days of the date of the effective date of the Consent Order, which is the date that the Consent Order is approved and signed by the Board; and be it further

**ORDERED** that prior to being placed on probation, the Respondent shall show evidence of meeting the requirements for renewal, or if license has expired, for reinstatement; and be it further

**ORDERED** that following the period of suspension, the Respondent shall be placed on **PROBATION** for a period of **two (2) years**, subject to the following terms and conditions:

1. If the Respondent resumes the practice of social work, the Respondent shall inform the Board of the name, address and telephone number of her employer within (10) days of said employment.
2. If the Respondent resumes the practice of social work, the Respondent shall be supervised by a Board approved supervisor.
3. The Respondent shall meet with the Board approved supervisor weekly during the first 3 months of the Respondent's probationary period; and quarterly during the remainder of the Respondent's probationary period. The Respondent is solely responsible for paying for the costs of the supervisor. The Respondent shall ensure that the supervisor submits a written report for the Board following his/her supervisory visits.
4. The Respondent shall enroll in and successfully complete a Board-pre-approved one-on-one tutorial that focuses on ethics and record documentation for healthcare professions and is 10-12 weeks in duration; and
5. The Respondent shall also complete the continuing education credit requirements that are required for licensure renewal.

**ORDERED** that at the end of Respondent's probationary period, the Respondent may petition the Board for termination of the probationary status and reinstatement of her license without any conditions or restrictions, provided that she has fulfilled all the terms and conditions of probation set forth herein, is not in violation of this Consent Order and there are no outstanding complaints against the Respondent. The

Respondent shall not be granted early release from her probation. If the Board determines that the terms of probation have not been successfully completed, then the Board may modify one or more condition upon which the Respondent was placed on probation, upon notice to the Respondent. However, if the Respondent fails to make any such petition, then the probationary period status shall continue indefinitely, subject to the conditions set forth in this Order; and be it further

**ORDERED** that if the Respondent violates any term or condition of this Consent Order, including probationary terms or conditions as set forth herein or any state or federal law governing the practice of social work, then the Board, after a determination of violation and notice, and an opportunity for a hearing, may impose any other disciplinary sanctions it deems appropriate, including suspension or revocation, said violation of probation being proved by a preponderance of evidence; and be it further

**ORDERED** that the Respondent shall be responsible for all costs incurred under this Consent Order; and be it further

**ORDERED** that for purposes of public disclosure and, as permitted by Md. State Govt. Code Ann. § 10-617(h) (2004 Repl. Vol.), this document consists of the contents of the foregoing Findings of Fact, Conclusions of Law and Order, and that the Board may also disclose to any national reporting bank or other to whom the Board is mandated to report; and be it further

**ORDERED** that the conditions of this Consent Order be, and the same is hereby, effective as of the date of this Order; and be it further

**ORDERED** that this is a **FINAL ORDER** and, as such, is a public document pursuant to Md. State Govt. Code Ann. §§ 10-611 et seq. (2004 Repl. Vol.).

3/18/06  
Date

Yvonne M. Perret LCSW-C  
Yvonne M. Perret, LCSW-C, Chairperson  
Board of Social Work Examiners

**CONSENT OF MAIRI BRIGHID GRIZZARD, LGSW**

I, **Mairi Brighid Grizzard, LGSW, License Number G10317**, by affixing my signature hereto, acknowledge that:

1. I have consulted with my attorney, James Rubin, Esquire.
2. I am aware that I am entitled to a formal evidentiary hearing before the Board, pursuant to Md. Health Occ. Code Ann. § 19-312 (2000 Repl. Vol. and 2004 Supp.) and Md. State Govt. Code Ann. §§ 10-201 et seq. (2004 Repl. Vol.).
3. I acknowledge the validity of this Consent Order as if entered after a formal evidentiary hearing in which I would have had the right to counsel, to confront witnesses, to give testimony, to call witnesses on my own behalf, and to all other substantive and procedural protections provided by law.
4. I waive any right to contest the Findings of Fact and Conclusions of Law, and I waive my right to a fully evidentiary hearing, as set forth above, and any right to appeal this Consent Order or as set forth in Md. Health Occ. Code Ann. § 19-313 and Md. State Govt. Code Ann. §§ 10-201 et seq. (2004 Rep. Vol.).
5. I acknowledge that by failing to abide by the conditions set forth in this Consent Order, and, following proper procedures, I may suffer disciplinary action, which may include revocation of my license to practice social work in the State of Maryland.
6. I sign this Consent Order without reservation as my voluntary act and deed. I acknowledge that I fully understand and comprehend the language, meaning, and terms of this Consent Order.

3/7/08  
Date

Mairi Brighid Grizzard, LGSW  
Mairi Brighid Grizzard, LGSW

**NOTARY**

STATE OF MARYLAND

CITY/COUNTY OF MONTGOMERY

I HEREBY CERTIFY THAT on this 7<sup>th</sup> day of March, 2006, before me, a Notary Public for the State of Maryland and the City/County aforesaid, personally appeared **Mairi Brigid Grizzard, LGSW, License Number G10317**, and made oath in due form of law that the foregoing Consent Order was her voluntary act and deed.

**AS WITNESS** my hand and Notarial Seal.

Nora Ninton  
Notary Public

My Commission Expires: 12/1/07