

**IN THE MATTER OF**  
**TRAC NGUYEN, LCPC**  
**License No.: LC14888**

**\* BEFORE THE MARYLAND**  
**\* BOARD OF PROFESSIONAL**  
**\* COUNSELORS AND THERAPISTS**  
**\* Case Nos.: 2022-133, 2023-022 &**  
**\* 2024-145**

\* \* \* \* \*

**PRE-CHARGE CONSENT ORDER OF PROBATION**

In or around April of 2022, the Maryland State Board of Professional Counselors and Therapists (the “Board”) initiated an investigation of Trac Nguyen, LC14888, a clinical professional counselor licensed by the Board (hereinafter referred to as the “Respondent”). Based on its investigation, the Board voted to offer a Pre-Charge Consent Order of Probation to the Respondent, in lieu of issuing Charges for violations of the Maryland Professional Counselors and Therapists Act (the “Act”), codified at Md. Code Ann., Health Occ. II (“Health Occ.”) §§ 17-101 *et seq.* (2021 Repl. Vol. and 2023 Supp.) and the regulations adopted by the Board, at Md. Code Regs. (“COMAR”) §§ 10.58.01 *et seq.*

Specifically, the Board determined that the Respondent violated the following provisions of the Act and COMAR:

**Health Occ. § 17-509. Denial, probation, suspension or revocation of certificate applicant or holder.**

Subject to the hearing provisions of § 17-511 of this subtitle, the Board, on the affirmative vote of a majority of its members then serving, may deny a license or certificate to any applicant, place any licensee or certificate holder on probation, reprimand any licensee or certificate holder, or suspend or revoke a license of any licensee or a certificate of any certificate holder if the applicant, licensee, or certificate holder:

[...]

(8) Violates the code of ethics adopted by the Board;

[...]

(13) Violates any rule or regulation adopted by the Board;

[...]

(16) Commits an act of immoral or unprofessional conduct in the practice of clinical or nonclinical counseling or therapy[.]

#### **COMAR 10.58.03.04. Ethical Responsibility.**

A. A counselor shall:

(1) Consult with other counselors or other relevant professionals regarding questions related to ethical obligations or professional practice;

[...]

(11) Be familiar with and adhere to this chapter;

[...]

(14) Take reasonable precautions to protect clients from physical or psychological trauma.

#### **COMAR 10.58.03.05. The Counseling Relationship.**

A. Client Welfare and Rights.

[...]

(2) A counselor may not:

(a) Place or participate in placing clients in positions that may result in damaging the interests and the welfare of clients, employees, employers, or the public;

[...]

(d) Foster dependent counseling relationships.

**COMAR 10.58.03.09 Sexual Misconduct.**

A. A counselor may not engage in sexual misconduct with a client or supervisee. Sexual misconduct includes but is not limited to:

[...]

(5) Therapeutic Deception.

F. Therapeutic Deception. A counselor may not:

[...]

(3) Suggest, recommend, or encourage a client to engage in a sexually provocative act.

**COMAR 10.58.03.11. Sanctions.**

[...]

C. The Board shall advise professional associations of a reprimand, suspension, or revocation of a license or certificate on the grounds of sexual misconduct.

[...]

E. A counselor who does not comply with this chapter shall be in violation of Health Occupations Article, §17-313, Annotated Code of Maryland, and subject to disciplinary actions.

The Board offered the Respondent an opportunity to settle this matter rather than pursuing formal charges against the Respondent. As a result of that offer, the Respondent and the Board agreed to the following Findings of Fact, Conclusions of Law, and Order.

## **FINDINGS OF FACT<sup>1</sup>**

1. At all times relevant hereto, the Respondent was licensed to practice professional counseling.

2. On or about March 15, 2022, the Respondent was issued a license to practice in the State of Maryland as a Licensed Graduate Professional Counselor (“LGPC”) under License No. LG12506. On or about March 1, 2024, the Respondent was issued a license to practice in the State of Maryland as a Licensed Clinical Professional Counselor (“LCPC”) under License No. LC14888. The Respondent’s license expires on or about January 31, 2028.

3. At all times relevant hereto, the Respondent was employed as a professional counselor at a facility (the “Facility”) that provides individual and group counseling to adults and teenagers in Maryland.

4. On or about April 6, 2022, the Board received a complaint (Case No. 2022-133) from an employee of the Facility (“Complainant 1”), alleging that the Respondent arranged for two minor clients, Client A and Client B, to have privacy to engage in sexual activity. The complaint further alleged that “multiple clients have felt uncomfortable with [the Respondent’s] forwardness and flirty comments as well as touching.” Alleged comments by the Respondent include commenting on clients’ bodies and, specifically, calling Client A handsome in a way that made Client B uncomfortable. The complaint further alleged that the Respondent disclosed their own history of trauma to clients. Complainant 1 stated

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<sup>1</sup> To ensure confidentiality, the names of the Former Client and the Facility involved in this case will not be disclosed in this document.

that the Respondent was terminated from the Facility for unethical and inappropriate behavior.

5. On or about August 30, 2022, the Board received a second complaint (Case No. 2023-022) from Complainant 1. The complaint alleged that Complainant 1 received a call from Client A's mother, reporting that Client A had received "rambling" text messages from the Respondent, including an acknowledgement by the Respondent that contacting Client A on their personal phone was unethical.

6. On or about January 31, 2024, the Board received an additional complaint (Case No. 2024-145) from Client A's therapist at the time (Complainant 2), alleging that Client A disclosed that the Respondent manipulated Client A and Client B into performing sexual acts on one another.

7. Based on the Complaint referrals, the Board investigated the Respondent. In March 2024, the Respondent submitted a written explanation to the Board, admitting that she deviated from professional boundaries with respect to Client A and Client B.

8. Given the totality of the allegations and the Respondent's admission, the Board had reason to believe that the Respondent may cause harm to a person affected by the Respondent's practice of professional counseling. As a result, in May 2024, the Board voted to have the Respondent submit to an examination by a health care provider designated by the Board pursuant to H.O., §17-513.1.

9. On or about September 3, 2025, the Board-designated health care provider reported the results of the examination of the Respondent to the Board. The Board determined, based upon

the results of the examination of the Respondent, that the Respondent's continued practice of professional counseling requires monitoring to prevent harm to the public.

10. The Respondent was cooperative with the Board's investigation.

11. The Respondent's conduct as set forth above violates Health Occ. § 17-509 (8); (13); and (16); COMAR 10.58.03.04(A); 10.58.03.05(A); 10.58.03.09(A); 10.58.03.09(F); 10.58.03.11(C); and 10.58.03.11(E).

### **CONCLUSIONS OF LAW**

Based on the foregoing Findings of Fact, the Board finds as a matter of law that the Respondent's conduct, as described above, constitutes a violation of Md. Code Ann., Health Occ. § 17-509 (8); (13); and (16). In addition, the Board finds as a matter of law that Respondent's conduct as described above constitutes a violation of COMAR 10.58.03.04(A); 10.58.03.05(A); 10.58.03.09(A); 10.58.03.09(F); 10.58.03.11(C); and 10.58.03.11(E).

### **ORDER**

Based on the foregoing Findings of Fact and Conclusions of law, it is this 17th day of April, 2026, by a majority of the full authorized membership of the Board, hereby:

**ORDERED**, that the Respondent's license to practice clinical professional counseling in the State of Maryland shall be placed on **PROBATION** for a period of **TWO (2) YEARS**, beginning on the effective date of this Order, subject to the following terms and conditions:

(1) The Respondent shall practice under the supervision of a Board-approved Supervisor ("Supervisor").

a) Within ten (10) days of being placed on probation:

i) The Respondent shall provide the Board with the Supervisor's contact information,

ii) The Respondent shall provide the Supervisor with a signed copy of this Pre-Charge Consent Order.

b) Within five (5) days of providing the Supervisor with a signed copy of this Pre-Charge Consent Order, the Respondent shall provide the Board with written documentation of her Supervisor's receipt of this Pre-Charge Consent Order.

c) The Respondent shall meet with the Supervisor **weekly** for the first year of the supervisory period; and then **monthly** for the second year of the supervisory period.

d) The Respondent shall ensure that the Supervisor submits **quarterly** reports to the Board during her probationary period.

e) Should the Respondent change supervisors, the Respondent shall notify the Board in writing within five (5) days of the change.

f) The Respondent shall provide all employer(s) or supervisor(s) with a written copy of this Pre-Charge Consent Order and shall ensure that the Board receives written documentation of their receipt of this Pre-Charge Consent Order.

g) A negative report from the Board-approved supervisor or any failure to comply with the supervisor's recommendations shall be deemed a violation of probation or of this Consent Order.

(2) The Respondent shall comply with the Maryland Professional Counselors and Therapists Act and all laws, statutes, and regulations pertaining thereto.

(3) The Respondent shall immediately provide her employer with a copy of the Consent Order and provide the Board the contact information for her employer. The Respondent shall provide documentation of the employer's receipt of the Consent Order to the Board.

(a) If the Respondent's employment is terminated for any reason during the probationary period, the Respondent shall notify the Board within five (5) days of the termination. Upon obtaining new employment, the Respondent shall provide the Board with the new employer's contact information and provide documentation of the new employer's receipt of the Consent Order.

(4) The Respondent shall enroll in and complete a Board-approved Ethics training.

a) After successful completion of the training, the Respondent shall provide the Board with proof of completion of the course.

b) The Respondent shall submit a written statement to the Board on what the Respondent has learned from the Ethics training.

c) The Respondent may not use any continuing education credits earned through taking the Ethics training to fulfill any continuing education requirements that are mandated for licensure renewal in Maryland.

(5) The Respondent shall secure a Licensed Therapist (“Therapist”) at the Respondent’s own expense.

- a) The Respondent shall meet with the Therapist at least two (2) times per month for the first six (6) months of Probation.
- b) The Respondent shall meet with the Therapist for the remaining 18 months of Probation as determined by the Therapist.
- c) The Respondent shall sign a release of information authorizing the Board to disclose the Respondent’s entire licensing file to the Therapist and authorizing the Therapist to disclose the Respondent’s treatment records to the Board.
- d) The Therapist shall supply the Board with quarterly, written reports on the Respondent’s progress.
- e) The Respondent is responsible for ensuring that the Board receives the Therapist’s quarterly, written reports.

**ORDERED**, that at the conclusion of the probationary period, the Respondent may submit a written petition to the Board requesting termination of her probation. The Respondent must submit proof to the Board that she has satisfied the probationary terms and conditions set forth in this Pre-Charge Consent Order; and it is further

**ORDERED**, that after consideration of the petition, the probation may be terminated, through an order of the Board, or a designated Board committee. The Board, or designated Board committee, may grant the termination if the Respondent has fully and satisfactorily complied with all the probationary terms and conditions under this Pre-Charge Consent Order and there are no pending complaints; and it is further

**ORDERED**, that the Respondent shall be responsible for all costs incurred in fulfilling the terms and conditions of her probation and this Pre-Charge Consent Order; and it is further

**ORDERED**, that the effective date of this Pre-Charge Consent Order is the date that it is signed by the Board; and it is further

**ORDERED** that this document constitutes a formal disciplinary action of the Board, and this Pre-Charge Consent Order is considered a **PUBLIC DOCUMENT**, pursuant to Md. Code Ann., Gen. Prov. § 4-101 *et seq.* (2023 Repl. Vol.) and is reportable to any entity to whom the Board is obligated to report, including the Board's public website and the National Practitioner Data Bank.

04/17/2026  
Date

A handwritten signature in black ink, appearing to read 'Sharita Sivels-Stevens', written over a horizontal line.

Sharita Sivels-Stevens, LCPC, Board Chair  
Maryland State Board of  
Professional Counselors and Therapists  
4201 Patterson Avenue  
Baltimore, MD 21215

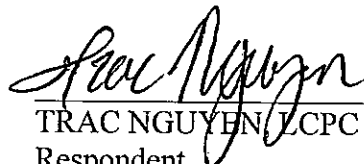
**CONSENT**

I, TRAC NGUYEN, LCPC, acknowledge that I am represented by counsel and have consulted with counsel before entering into this Pre-Charge Consent Order. By this Consent and for the purpose of resolving the issues raised by the Board, I agree and accept to be bound by the foregoing Pre-Charge Consent Order and its conditions.

I acknowledge the validity of this Pre-Charge Consent Order as if entered into after the conclusion of 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 the law. I agree to forego my opportunity to challenge these allegations. I acknowledge the legal authority and jurisdiction of the Board to initiate these proceedings and to issue and enforce this Pre-Charge Consent Order. I affirm that I am waiving my right to appeal any adverse ruling of the Board that might have followed after any such hearing.

I sign this Pre-Charge Consent Order after having an opportunity to consult with counsel, voluntarily and without reservation, and I fully understand and comprehend the language, meaning, and terms of this Pre-Charge Consent Order.

3/26/20  
Date

  
\_\_\_\_\_  
TRAC NGUYEN, LCPC  
Respondent

NOTARY

STATE OF MARYLAND

CITY/COUNTY OF Baltimore

I HEREBY CERTIFY that on this 26<sup>th</sup> day of March, 2026, before me, a Notary Public of the foregoing State and City/County did personally appear, **TRAC NGUYEN**, and made oath in due form of law that signing the foregoing Pre-Charge Consent Order was her voluntary act and deed.

AS WITNESSETH my hand and notary seal.



[Signature]  
Notary Public

My commission expires: 01-11-2028