

**IN THE MATTER OF** \* **BEFORE THE MARYLAND**  
**MICHAEL LOUIS ANDERSON, LCSW-C** \* **STATE BOARD OF**  
**Respondent** \* **SOCIAL WORK EXAMINERS**  
**License Number: 24326** \* **Case Number: 2022-3279**

\* \* \* \* \*

**CONSENT ORDER**

On January 16, 2025, the Maryland State Board of Social Work Examiners (the “Board”) charged **MICHAEL LOUIS ANDERSON, JR., LCSW-C** (the “Respondent”), License Number 24326, pursuant to the Maryland Social Workers Practice Act (the “Act”), Md. Code Ann., Health Occ. (“Health Occ.”) §§ 19-101 *et seq.* (2021 Repl. Vol. & 2024 Supp.) and Md. Code Regs. (“COMAR”) 10.42.03 *et seq.*

Specifically, the Board charged the Respondent with violating the following provisions of the Act and COMAR:

**Health Occ. § 19-311. Grounds for license denials, discipline**

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) Engages in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work; [and]
- (6) Violates any provision of this title or regulations governing the practice of social work adopted and published by the Board[.]

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**COMAR 10.42.03.04 Responsibilities to Colleagues.**

- B. Licensees may not sexually harass, verbally abuse, or intimidate supervisees, students, trainees, or colleagues.

On March 26, 2025, a virtual Case Resolution Conference (“CRC”) was held before a committee of Board members to determine whether it would be possible to resolve the pending charges with a consent order in lieu of an evidentiary hearing. The Respondent was in attendance, as was the assigned Assistant Attorney General representing the State. At the CRC, the State and the Respondent jointly proposed resolving the charges with a public consent order containing the terms and conditions contained herein.

**FINDINGS OF FACT**

**I. Introduction**

1. The Respondent sexually harassed at least thirteen female colleagues in the workplace by individually showing them unsolicited photographs of himself naked with his genitals exposed. He claimed that these incidents were accidental in order to conceal that they were part of a disturbing pattern of intentional behavior.

**II. Respondent’s Licensure and Employment**

2. At all times relevant to these charges, the Respondent was licensed to practice social work in the State of Maryland. The Respondent was licensed to practice master social work as a Licensed Master Social Worker (“LMSW”) on September 26, 2018. On April 20, 2022, the Respondent obtained his license to practice clinical social

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work as a Licensed Certified Social Worker-Clinical (“LCSW-C”). The Respondent’s license is current/active through October 31, 2026.

3. The Respondent was employed as a social worker / mental health therapist with a non-profit outpatient mental health clinic based in Baltimore, Maryland (“the Clinic”)<sup>1</sup> from November 2018 through December 2, 2022.

**III. The Complaint**

4. On December 2, 2022, the Chief Operating Officer (“COO”) of the Clinic filed a complaint with the Board against the Respondent (“the Complaint”). In the Complaint, the COO reported that on December 2, 2022, the Clinic’s Program Director (“Colleague 1”) notified her that Clinic staff members reported that the Respondent individually showed eight staff members an unwanted nude photograph of himself and his genitals and acted as if showing them the inappropriate photograph was accidental. Upon receiving this information, the COO emailed the Respondent requesting that he meet with her on the next business day and not report to work until then. After exchanging a few emails, the Respondent, in a letter dated December 2, 2022, resigned from the Clinic.

5. Based on the Complaint, the Board conducted an investigation of the Respondent.

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<sup>1</sup> For confidentiality and privacy purposes, the names of individuals and facilities involved in this case are not disclosed in this document.

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**IV. Board Investigation**

6. As part of its investigation, the Board interviewed the Respondent, the COO, and five of the female Clinic employees who reported that the Respondent showed them nude photographs of himself. The Board obtained a written statement from a sixth Clinic employee. The Board also obtained copies of relevant documents from the Clinic and Clinic employees, including email and text messages.

7. The Board's investigation revealed that between January 1, 2021 and December 1, 2022, the Respondent individually showed a photograph or photographs of himself naked with his genitals exposed to at least thirteen female Clinic employees while at work. The Respondent showed inappropriate photographs to some of these women on multiple occasions. In each case, the nude photograph was displayed on the Respondent's phone and he acted as if showing the nude photograph was accidental. Initially, most of the Clinic employees who were exposed to the explicit photographs believed it was accidental, an isolated mistake. However, in late 2022 and early 2023, these women learned that the Respondent had been repeatedly "accidentally" showing these inappropriate photographs to other female Clinic employees, revealing a pattern of intentional behavior.

8. Documents obtained from the Clinic show, *inter alia*, that:
- a. The Respondent took leave for a vacation outside of the country from on or about June 27, 2022 through on or about July 4, 2022.
  - b. On Friday, December 2, 2022, the Clinic's COO emailed the Respondent requesting that he meet with her on Monday and not

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come to the office until then. The Respondent replied, “If this is about me planning to leave [the Clinic] I was planning on submitting my resignation on Monday.” The COO responded that the meeting “was not regarding resignation,” but if he did not want to meet on Monday, she would prefer that he submit his resignation today. The Respondent indicated in a final email that he did not want to meet and submitted a resignation letter dated December 2, 2022.

- c. On December 14, 2022, the Clinic’s COO sent an email to Clinic staff informing them that she recently learned that a staff member “displayed inappropriate and unprofessional behavior towards several of our female staff” and that “immediate action was taken and that staff person was addressed and is consequently no longer employed with our agency.” In the email, the COO also encouraged staff to immediately reach out to a supervisor, HR, or herself if they ever feel unsafe or uncomfortable with a colleague.

***The Clinic’s COO***

9. Board staff conducted an interview with the Clinic’s COO on May 22, 2024, at which time the COO repeated what she reported in the Complaint – that after Colleague 1 notified her that the Respondent showed nude photographs of himself to several female Clinic employees, she emailed the Respondent requesting that he meet with her, and the Respondent resigned. Additionally, the COO stated, *inter alia*, that:

- a. After the Respondent resigned, an additional employee reported to her that the Respondent had shown her a nude photograph of himself, and several additional employees reported to Colleague 1 that the Respondent had shown them nude photographs of himself.
- b. The Respondent did not subject her to any inappropriate photographs or behavior. She received no reports of the Respondent engaging in this behavior with any male staff members or clients, however she does not know whether any clients were affected because “clients don’t necessarily feel empowered” against their own therapists.

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***Colleague 1 (the Program Director)***

10. In 2022, the Respondent sexually harassed one of his supervisors, Colleague 1, the Clinic's Program Director. Board staff conducted an interview with Colleague 1 on May 17, 2024. In her interview, written statement, and follow-up email, Colleague 1 reported that the Respondent showed her a nude photograph of himself after his vacation and that she later came to learn that the Respondent did this to other staff members. She stated, *inter alia*, that:

- a. The Respondent took a vacation from on or about June 27, 2022 through on or about July 4, 2022.
- b. At some point after the Respondent returned from vacation, she and the Respondent were in his office and he wanted to show her photographs from his vacation on his phone. As he was scrolling through the photographs, she saw a photograph where he was in a mirror, naked. The Respondent scrolled past the photograph, put the phone down, and said, "I'm sorry, I don't know how that got in there." Because he was so apologetic, she told him, "that's okay, it happens," and walked out.
- c. The Respondent called out of work on November 28 – 30, 2022, stating that he was sick.
- d. On Thursday, December 1, 2022, two administrative assistants ("Colleague 6" and "Colleague 7") informed her (1) that the Respondent separately showed them nude photographs of himself on his phone while showing them vacation photographs and claimed that it was an accident, (2) that they believed him until they found out he did the same thing to "a majority of the female colleagues at the office," (3) that the Respondent showed nude photographs of himself to Colleague 5, a nurse practitioner, on more than one occasion, and (4) that Colleague 5 recently told the Respondent that she would report him if he didn't stop.

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- e. She brought the reports of the Respondent's behavior to the attention of the Clinic's COO, and the issue was discussed during a leadership meeting on Friday, December 2, 2022. Following the meeting, the COO emailed the Respondent requesting that he meet with her, and the Respondent resigned.
- f. After the Respondent resigned, the COO sent an email to the department to offer support to anyone affected by sexual harassment in the workplace. Subsequently, over the next few months, several additional female employees reported that the Respondent showed them photographs of himself naked and claimed that it was a mistake.
- g. After the Respondent resigned, Colleague 2, one of the Respondent's supervisors, informed her that the Respondent once told her (Colleague 2) that he "accidentally" showed a nude photograph of himself to Colleague 1, and said something like, "I hope I don't get fired." Colleague 2 also told her that, subsequently, on one of her rare visits to the office, the Respondent handed her his phone with the nude photograph of himself and walked away.
- h. Before she became aware that the Respondent was engaging in this conduct with multiple female employees, she once saw the Respondent show Colleague 4, an art therapist, something on his phone under the table during a team meeting that made her visibly upset. She later learned that what the Respondent showed Colleague 4 was a nude photograph of himself.
- i. In total, she was made aware of at least 12 female Clinic staff members (not including herself) who were subjected to the Respondent's nude photograph(s). These women include but are not limited to: Colleague 2, Colleague 3, Colleague 4, Colleague 5, Colleague 6, Colleague 7, three other female Clinic employees, and at least three interns.

***Colleague 2***

11. In 2022, the Respondent sexually harassed another supervisor, Colleague 2. Board staff conducted an interview with Colleague 2 on May 20, 2024, and obtained a written statement dated June 6, 2024. Colleague 2 stated, *inter alia*, that:

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- a. She and the Respondent initially worked at the Clinic as colleagues, but she was promoted and became one of the Respondent's supervisors.
- b. The Respondent once told her on a phone call that "one of our directors accidentally saw a picture of his penis." At the time, she thought it was an isolated event.
- c. Subsequently, she came into the office one day and the Respondent gave her his phone to look at photographs from his vacation in Jamaica and walked away. While she was looking through the photographs, she came across a photograph of the Respondent "fully naked in the mirror." She put the phone down and left the room. Later that day, the Respondent approached her and asked her questions about his body.
- d. She later learned that the Respondent "had done something similar to the majority of the female staff, including the interns." An intern whom she was supervising, after reporting the behavior to the directors, told her that the Respondent "on more than one occasion attempted to get her to look at inappropriate photos of him."

***Colleague 3***

12. In 2021, the Respondent sexually harassed Colleague 3, a mental health therapist who joined the Clinic in 2019. On May 21, 2024, Board staff conducted an interview with Colleague 3, at which time she stated, *inter alia*, that:

- a. She considered the Respondent a friend. They had been colleagues since she started working at the Clinic and they worked together in the same building until late 2019.
- b. While catching up with the Respondent in his office in 2021, the Respondent was standing near her with his phone in his hand, facing outward, and she saw that the picture displayed on his phone was a close-up photograph of his genitals. She pointed this out to the Respondent and remarked about how embarrassing that must have been. The Respondent responded by stating, "I'm not embarrassed of my body," and explained that it was a mistake.



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- c. At the time, she believed the incident was accidental. It was not until after Clinic management sent an email about sexual harassment in the workplace that she learned that the Respondent had shown nude photographs of himself to other employees. She subsequently reported the 2021 incident to her supervisor.

***Colleague 4***

13. In 2022, the Respondent sexually harassed Colleague 4, a mental health and art therapist who joined the Clinic in December 2021. Board staff conducted an interview with Colleague 4 on May 30, 2024, at which time she stated, *inter alia*, that:

- a. The Respondent occasionally “would say things that seemed inappropriate” or would make her feel uncomfortable.
- b. For example, on May 16, 2022, the Respondent left two birthday cards on her desk. One of the cards had a unicorn on the cover and on the inside, it read, “It’s okay to be a little horny on your birthday.” She told him that the card was inappropriate and asked him not to make jokes like that with her, and he apologized.
- c. Subsequently, on at least two occasions, the Respondent asked if he could show her photographs from his vacation, and she said no because she knew that he went to nude beaches.
- d. On September 2, 2022, the Respondent sat next to her at a staff meeting and positioned his phone under the table so she could see it, which displayed “a picture of him naked.” After the meeting, the Respondent came to her office and she told him, “There is no reason I should have just seen a naked picture of you.” When he started trying to explain that he didn’t intend for her to see the photo, she said, “I don’t want to hear it. There is no excuse for that, and I am not okay with it, and if you ever say anything to me inappropriate or do anything like that ever again, I will come for you, and I will come for your license.”
- e. After the September 2, 2022 incident, the Respondent generally avoided her. She “didn’t have a doubt” that it was not an accident, but she did not tell anyone about it because she thought that she

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“handled it” and she did not know that he was doing the same thing to her coworkers.

14. Colleague 4 provided the Board with a photograph of the inappropriate birthday card the Respondent gave her and screenshots of messages she sent to a friend on May 16, 2022 and September 2, 2022 describing what the Respondent did to her on those dates.

***Colleague 5***

15. In 2022, the Respondent sexually harassed Colleague 5, a nurse practitioner. Board staff conducted an interview with Colleague 5 on June 27, 2024, at which time she stated, *inter alia*, that:

- a. After the Respondent’s vacation, he told her that he and his wife were at a nude resort in Jamaica and that his wife wasn’t interested in “partaking in being on the nude side, but he wanted to be on the nude side.”
- b. On multiple occasions, the Respondent, while showing her photographs on his phone, showed her a photograph of himself with “his private area exposed” and acted like it was a mistake and/or like nothing happened.
- c. After the most recent incident, she told him that “he needs to stop doing that before he [...] gets in trouble.” Shortly thereafter he called out of work and she did not see him again.

***Colleague 6***

16. In 2022, the Respondent sexually harassed Colleague 6, an administrative assistant who reported the Respondent’s behavior to Colleague 1 on December 1, 2022. In a written statement dated May 22, 2024, Colleague 6 stated, *inter alia*, that:

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- a. Prior to the Respondent's resignation, she and the Respondent had a good professional relationship – "almost like a big brother/big sister relationship."
- b. After the Clinic moved to a bigger office space, she and the Respondent worked "side by side," and often had conversations in which the Respondent shared many details of his personal life with her. In these conversations, the Respondent downplayed his marriage and talked about issues with his wife, his preferences in woman, his "single days," "how well-endowed he is," and his interest in "the sexual practice of swinging," etc.
- c. On multiple occasions, the Respondent showed her nude photographs that were sent between members of a Facebook group for swingers. In 2022, the Respondent told her that he and his wife were going to a resort in Jamaica with some members from the Facebook group.
- d. On several occasions when she and the Respondent were conversing, he "would start randomly scrolling through his phone very apparently and a photo of himself, nude, would be on the screen." She "didn't think much of it" "the first couple of times," but eventually she "noticed that he was making the same 'mistake' over and over again."
- e. Once she learned that the Respondent had been telling other female staff members about his interest in swinging and showing them photographs of himself nude, she "realized that his personal conversations with [her] weren't because he trusted [her] and felt comfortable sharing such information."

***The Respondent***

17. During the Respondent's June 13, 2024 interview with Board staff, he stated, *inter alia*, that:

- a. While employed by the Clinic, he had sexual relationships with two co-workers.
- b. Before his vacation in Jamaica, he told some of his colleagues that he was going to "an adult resort."

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- c. After his vacation, “some women asked to see pictures of the trip,” but he refused to show anybody pictures from the vacation “because it was already an issue” – because women in the office previously made comments about his body / his “private area.”
- d. At some point after his vacation, a co-worker told him that his genitalia was a topic of conversation when she was out to eat with some other staff members because “someone went through my vacation pictures in my phone after finding out that I went to a [nude]<sup>2</sup> resort.”
- e. He never let anybody at the Clinic use his phone or look through his phone. He kept photographs from Jamaica on his phone, but they were in “a private file.” Sometimes he would leave his phone in the office. His phone is an iPhone, but it does not automatically lock – it doesn’t lock “unless you set the timer to lock it.” Once, after his vacation, he walked into his office and saw someone with his phone in their hand.
- f. He doesn’t remember ever giving anybody at the Clinic a birthday card.
- g. During meetings at the Clinic, he would look through his photographs on his phone.
- h. He disagrees with everything in the complaint because, “It’s bad enough that I have issues with this when people were saying and doing stuff to me. Like, it’s like I feel like I should have been the person to make a complaint first.”
- i. He is working as a social worker independently and as a contractor with two organizations, and he supervises interns.

**CONCLUSIONS OF LAW**

Based on the foregoing Findings of Fact, the Board concludes as a matter of law that the Respondent’s conduct, as described above, in whole or in part, constitutes violations of Health Occ. § 19-311 (4) (committing an act of misconduct in the practice

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<sup>2</sup> Though the transcript says “new resort,” it is clear in the video recording of the interview that the Respondent said “nude resort.”

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of social work), (5) (engaging in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work), and (6) (violating any regulation governing the practice of social work adopted and published by the Board, *i.e.*, COMAR 10.42.03.04.(B) (sexually harassing students, trainees, or colleagues)).

**ORDER**

Based on the foregoing Findings of Fact, Conclusions of Law, and the agreement of the parties, it is, by a majority vote of the Board, hereby:

**ORDERED** that the license to practice social work in the State of Maryland held by the Respondent, **MICHAEL LOUIS ANDERSON, JR.**, is **SUSPENDED** for a minimum period of **THREE (3) YEARS**, commencing sixty (60) days from the effective date of this Consent Order (to allow the Respondent time to transfer his clients), during which time:

1. The Respondent shall establish and/or maintain a therapeutic relationship with a Board-approved licensed **mental health professional** (the “Mental Health Professional”) and:
  - a. The Respondent shall meet with the Mental Health Professional at least once per month;
  - b. The Respondent shall provide the Mental Health Professional with a copy of this Consent Order;
  - c. The Respondent shall sign any and all release forms requested by the Board or the Mental Health Professional, including release forms authorizing the Mental Health Professional, the Board, and any relevant outside entities (including any and all of the Respondent’s healthcare professionals and treatment providers) to exchange information, including any and all medical, mental

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health, and substance use disorder treatment records and information pertaining to the Respondent; and

- d. The Respondent shall be responsible for ensuring that the Mental Health Professional provides **quarterly reports** to the Board confirming attendance, participation, and cooperation. The therapeutic relationship shall preserve client/provider confidentiality except for the quarterly progress reports and as otherwise provided for by law. **The first report shall be submitted within 60 days of the effective date of this Consent Order;** and
2. The Respondent shall successfully complete a one-on-one Board-approved **ethics tutorial** equivalent to at least twelve continuing education credits, focusing on the issues that gave rise to this case. The Respondent shall be responsible for providing the Board with written confirmation of course completion. This coursework shall not count toward the continuing education credits required for license renewal or reinstatement;

**AND IT IS FURTHER ORDERED** that, three (3) years from the effective date of this Consent Order, the Respondent may petition the Board to terminate the suspension of his license, provided that the Respondent has fully complied with all terms of the suspension under this Consent Order and does not have any pending complaints against him; and it is further

**ORDERED** that, in the event that the Board terminates the suspension of the Respondent's license, the Respondent's license shall be placed on **PROBATION** for a minimum period of **THREE (3) YEARS**, during which time the Respondent may practice social work in the State of Maryland subject to supervision by a **Board-approved supervisor**, and:

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1. The Respondent, within 30 calendar days of beginning to practice social work / gaining employment as a social worker, shall provide the Board with the name and contact information of the Respondent's employer and the individual whom the Respondent is proposing that the Board approve as a supervisor, as well as written confirmation from the proposed supervisor confirming that he or she reviewed this Consent Order, has no current or prior personal or professional relationship with the Respondent, and accepts the supervisory role upon approval by the Board;
2. If the Respondent fails to provide the name and contact information of an employer and a proposed supervisor within 30 days of beginning to practice social work / gaining employment as a social worker, the Respondent's license shall be automatically suspended from the 31<sup>st</sup> day until the Respondent provides the required information;
3. If the Board-approved supervisor ceases to provide supervision for any reason, the Respondent shall immediately notify the Board, shall work with the Board to find a suitable replacement, and shall not practice social work beyond the 30<sup>th</sup> day after the supervisor has ceased to provide supervision unless and until the Board approves a new supervisor;
4. The Respondent shall meet with the Board-approved supervisor at least once per month for random chart review and discussion at the Respondent's expense. It shall be the Respondent's responsibility to ensure that the Board-approved supervisor: (i) reviews the records of at least ten patients per month, to be randomly selected by the supervisor, and (ii) timely provides the Board with quarterly reports detailing the quality of the Respondent's practice, any deficiencies, concerns, or needed improvements; and
5. 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 and a violation of this Consent Order;

**AND IT IS FURTHER ORDERED** that after one (1) year of probation, the Respondent may petition the Board for early termination of probation, which the Board

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may grant in its discretion provided that the Respondent has fully complied with all terms and conditions of this Order and does not have any pending complaints against him; and it is further

**ORDERED** that, if early termination of probation is not granted, the Respondent may petition the Board for termination of probation after three (3) years of probation, provided that the Respondent has fully complied with all terms and conditions of this Order and does not have any pending complaints against him; and it is further

**ORDERED** that the Respondent shall practice in accordance with the laws and regulations governing the practice of social work in Maryland; and it is further

**ORDERED** that the Respondent shall not serve as a Board-approved supervisor, an ethics tutor, an evaluator for the Board, or a Board-authorized sponsor, presenter, and/or trainer of social work continuing education learning activities for a period of five (5) years from the termination of probation; and it is further

**ORDERED** that the Respondent shall not have clinical social work supervision over any person while his license is suspended or on probation; and it is further

**ORDERED** that the Respondent shall cooperate with the Board in its monitoring, supervision, and investigation of the Respondent's compliance with the terms and conditions of this Consent Order; and it is further

**ORDERED** that the Respondent's failure to comply fully and satisfactorily with any term or condition of this Consent Order shall constitute a violation of this Order, a



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violation of a Board Order under Health Occ. § 19-311(19), and a violation of probation under COMAR 10.42.04.08; and it is further

**ORDERED** that, if the Board determines, after providing the Respondent notice and an opportunity for a hearing, that the Respondent violated any term or condition of this Consent Order, the Board may impose any sanction(s) authorized by Health Occ. § 19-311, Health Occ. § 19-311.1, COMAR 10.42.04.08, and/or COMAR 10.42.09, including reprimanding the Respondent, extending the length of license suspension or probation, imposing additional conditions, imposing a civil monetary fine, suspending or revoking the Respondent's license, and/or imposing any sanction or taking any other action the Board considers appropriate and may take by law; and it is further

**ORDERED** that the Respondent is responsible for all costs associated with fulfilling the terms of the Consent Order; and it is further

**ORDERED** that the effective date of this Order is the date that it is signed by the Board; and it is further

**ORDERED** that this Consent Order is a Final Order of the Maryland Board of Social Work Examiners and, as such, is a **PUBLIC DOCUMENT** pursuant to Md. Code Ann., Gen. Prov. §§ 4-101 *et seq.* and Md. Code Ann., Health Occ. § 1-607.

June 24, 2025

Date



Susan Coppage, LCSW-C  
Board Chair,

Maryland State Board of Social Work Examiners

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**CONSENT**

1. By signing this Consent, I hereby affirm the findings of fact contained herein and agree to be bound by the foregoing Consent Order and its terms and conditions.
2. By this Consent, I waive my right to a formal evidentiary hearing on the Charges, and I voluntarily submit to the foregoing Consent Order as a resolution of this matter. By signing this Consent, I waive any right to appeal or otherwise contest the factual findings, legal determinations, or terms and conditions contained in this Consent Order.
3. I acknowledge the legal authority and the jurisdiction of the Board to enter and enforce this public Consent Order.
4. I acknowledge the validity of this Order as if entered after an evidentiary hearing in which I would have had the right to counsel, to testify, to call witnesses, to confront witnesses, and to all other substantial and procedural protections provided by law, which I waive by signing this Consent Order.
5. I sign this Consent Order freely and voluntarily, after having had the opportunity to consult with counsel. I fully understand the language, meaning, and effect of this Consent Order, and I agree to comply with the Order's terms and conditions.

06-23-2025  
Date

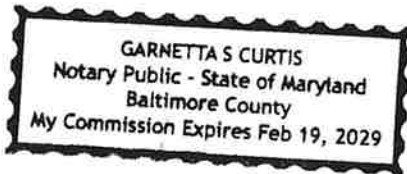
[Signature]  
Michael Louis Anderson, Jr.

**STATE OF MARYLAND**

**CITY/COUNTY OF** Baltimore

**I HEREBY CERTIFY** that on this 23rd day of June, 2025, before me, a Notary Public of the State of Maryland and City/County aforesaid, personally appeared MICHAEL LOUIS ANDERSON, JR., and made an oath in due form of law that the foregoing Consent was his voluntary act and deed.

**AS WITNESS, my hand and Notary Seal.**



[Signature]  
**Notary Public**  
My Commission Expires: 2/19/2029