

IN THE MATTER OF

ALICIA LYNN FLORES, LCSW-C

Respondent

License Number: 11164

BEFORE THE MARYLAND

STATE BOARD OF

SOCIAL WORK EXAMINERS

Case Number: 2025-3792

CONSENT ORDER

On April 22, 2026, the Maryland State Board of Social Work Examiners (the “Board”) charged **ALICIA LYNN FLORES, LCSW-C** (the “Respondent”), License Number **11164**, with violating the Maryland Social Workers Act (the “Act”), Md. Code Ann., Health Occ. (“Health Occ.”) §§ 19-101 *et seq.* (2021 Repl. Vol. & 2025 Supp.).

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

§ 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) Engages in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work;

....

- (8) Provides professional services while:

....

- (ii) Using any narcotic or controlled dangerous substance, as defined in § 5-101 of the Criminal Law Article, or other drug that is in excess of prescribed amounts or without valid medical indication[.]

On June 18, 2026, a Case Resolution Conference ("CRC") was held before a committee of the Board. As a resolution of this matter, the Respondent agreed to enter this public Consent Order consisting of Findings of Fact, Conclusions of Law, and Order.

FINDINGS OF FACT

The Board makes the following Findings of Fact:

I. BACKGROUND

1. At all times relevant hereto, the Respondent was licensed to practice social work in the State of Maryland. The Respondent was originally licensed to practice social work as a Licensed Certified Social Worker-Clinical ("LCSW-C") on or about July 12, 2001. The Respondent's LCSW-C license expires on October 31, 2027, subject to renewal.

2. At all times relevant hereto, the Respondent was employed as a social worker by a local county government (the "Employer").¹

3. On or about August 18, 2025, the Board received a complaint (the "Complaint") from the Respondent's supervisor (the "Complainant") at the Employer. According to the Complaint, the Respondent exhibited patterns of excessive unplanned leave, lethargy, slurred speech, and falling asleep during work, which negatively impacted her ability to manage her caseload and meet client needs. On or about June 23, 2025, the

¹ For confidentiality and privacy reasons, the names of individuals and entities are not disclosed in this document. The Respondent may request the disclosure of the referenced individuals and facilities by contacting the Administrative Prosecutor.

Employer sent the Respondent for a drug test, which was “positive for substances.” After being placed on leave, on July 3, 2025, the Respondent emailed the Complainant, “identifying and acknowledging her substance use.”

4. After receipt of the Complaint, the Board conducted an investigation of the Respondent.

II. BOARD INVESTIGATION

5. On or about October 20, 2025, the Board conducted an under-oath interview with the Complainant. The Complainant stated that the Respondent provided social work services to clients through one of the Employer’s departments. The Complainant stated that in or around the autumn of 2024, the Complainant observed the Respondent “sending out communications that were either garbled or not making a lot of sense.” In or around December 2024, one of the Respondent’s clients sent a letter to the Complainant, raising concerns about the Respondent “having substance issues.” During a training, the Respondent “appeared very sluggish, very slow, [and] wasn’t responding when the instructors were talking to [the Respondent].” On June 23, 2025, the Respondent was “nodding off” and “slurring” her words. The Respondent was sent for a drug test, which was positive for a controlled dangerous substance.

6. On or about October 22, 2025, the Board conducted an under-oath interview with the Respondent. The Respondent acknowledged that her “behavior at work was inappropriate and was unprofessional.” The Respondent further acknowledged that she

took “medication inappropriately at work,” specifically taking benzodiazepines² in excess of the prescribed amounts.

CONCLUSIONS OF LAW

The Respondent’s actions, as described above, constitute, in whole or in part: committing any act of gross negligence, incompetence, or misconduct in the practice of social work, in violation of Health Occ. § 19-311(4); engaging in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work, in violation of Health Occ. § 19-311(5); and providing professional services while using any narcotic or controlled dangerous substance, as defined in § 5-101 of the Criminal Law Article, or other drug that is in excess of prescribed amounts or without valid medical indication, in violation of Health Occ. § 19-311(8)(ii).

ORDER

It is, on the affirmative vote of a majority of the Board, hereby:

ORDERED that the Respondent be and hereby is **REPRIMANDED**; and it is further

ORDERED that the Respondent shall be placed on **PROBATION** for a minimum period of **TWO (2) YEARS** subject to the following terms and conditions:

1. Clinical Supervisor
 - a. Within thirty (30) days of the date of this Consent Order, the Respondent shall secure a Board-approved clinical supervisor (the “Supervisor”) who shall supervise the Respondent’s practice of social work;

² Except for certain designer drugs, benzodiazepines are Schedule IV controlled dangerous substances.

- b. The Respondent shall have monthly face-to-face meetings with the Supervisor to discuss any professional, ethical or clinical issues, as well as for the purpose of clinical chart reviews;
 - c. The Respondent shall provide the Supervisor with a copy of this Consent Order prior to their initial meeting, and the Board may release to the Supervisor any portion of the Board's file on the Respondent, as it deems necessary;
 - d. The Respondent shall ensure that the Supervisor provides quarterly reports to the Board in a timely manner documenting the progress of the Respondent's supervision, including professional, ethical or clinical issues discussed, and the results of the chart reviews;
 - e. A negative report from the Supervisor may result in a violation of this Consent Order;
2. Substance Abuse Treatment, Mental Health Care Treatment, Alcohol, and Controlled Dangerous Substances
- a. Within ten (10) days of the date of this Consent Order, the Respondent shall provide to the Board the name and address of all current substance abuse and/or mental health care treatment providers. The Respondent has a continuing duty to provide to the Board the name and address of any new substance abuse and/or mental health care treatment providers;
 - b. The Respondent shall continue treatment with the Respondent's substance abuse and/or mental health care treatment providers. The Respondent shall provide a copy of this Consent Order to all substance abuse and/or mental health care treatment providers. The Board may terminate or modify this condition after considering the substance abuse and/or mental health care treatment providers' recommendations;
 - c. The Respondent shall fully, timely, and satisfactorily cooperate and comply with all treatment recommendations from all substance abuse and/or mental health care treatment providers;
 - d. The Respondent's failure to comply with the treatment recommendations of any substance abuse and/or mental health care treatment provider shall be deemed a violation of this Consent Order;

- e. The Respondent shall abstain from the ingestion of alcohol and any unprescribed controlled dangerous substances (“CDS”). The Respondent shall provide a copy of this Consent Order to any health care provider that prescribes CDS to the Respondent. The Respondent shall provide the Board with the name and address of any health care provider that prescribes CDS to the Respondent;
 - f. The Respondent shall undergo random drug screening as directed by the Respondent’s substance abuse treatment, mental health care treatment, and/or CDS prescription providers;
 - g. All substance abuse treatment, mental health care treatment, and CDS prescription providers shall submit quarterly reports to the Board summarizing the Respondent’s substance abuse treatment, mental health care treatment, and CDS prescriptions, including, but not limited to, their assessment of the Respondent’s progress, compliance, and the results of any drug screens. The Respondent shall have sole responsibility for ensuring that the Respondent’s substance abuse treatment, mental health care treatment, and CDS prescription providers submit the required quarterly reports to the Board in a timely manner;
 - h. At the Board’s request, the Respondent shall undergo a mental health and substance abuse evaluation by a Board-approved health care provider (the “Board Evaluator”), who will submit a report to the Board within fifteen (15) business days of the completion of the evaluation, to assist the Board in determining whether the Respondent can safely practice social work, and if so, under what conditions;
 - i. The Respondent shall sign a release or releases from time to time to ensure that the Board has the ability to receive any and all records from any and all health care providers, including the Board Evaluator, from whom the Respondent received, receives or may receive substance abuse treatment, mental health care treatment, and/or CDS prescriptions.
3. The Respondent shall comply with the Maryland Social Workers Practice Act and all laws, statutes and regulations pertaining thereof.
4. The Respondent shall be solely responsible for providing adequate written verification that of full and successful compliance with the terms and conditions of probation;

AND IT IS FURTHER ORDERED that after the conclusion of the entire **TWO (2) YEAR** period of probation, the Respondent may submit a written petition to the Board requesting termination of probation. After consideration of the petition, the probation may be terminated through an order of the Board. The Respondent may be required to appear before the Board or a committee of the Board to discuss their petition for termination. The Board will grant the petition to terminate the probation if the Respondent has complied with all of the probationary terms and conditions and there are no pending complaints involving similar violations found in this case before the Board; and it is further

ORDERED that if the Board determines, after notice and an opportunity for an evidentiary hearing if there is a genuine dispute as to a material fact, or a show cause hearing before the Board if there is no genuine dispute as to a material fact, that the Respondent has failed to comply with any terms or condition of probation or this Consent Order, the Board may reprimand the Respondent, place the Respondent on probation with appropriate terms and conditions, impose a civil monetary fine upon the Respondent, or suspend or revoke the Respondent's license to practice social work in Maryland; and it is further

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

ORDERED that the Respondent is responsible for all costs incurred in fulfilling the terms and conditions of this Consent Order; and it is further

ORDERED that this Consent Order is a **PUBLIC DOCUMENT** pursuant to Md. Code Ann., Gen. Provisions §§ 4-101 *et seq.* (2021 Repl. Vol. & 2025 Supp.).

9/10/2026
Date

Jamie Wilson Wove
Jamie Wilson, LCSW-C
Board Chair
Maryland State Board of
Social Work Examiners

CONSENT

I, Alicia Lynn Flores, LCSW-C, acknowledge that I am not represented by counsel and have knowingly and voluntarily elected not to consult with counsel prior to entering this 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 Consent Order and its conditions.

I acknowledge the validity of this 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 for a formal evidentiary hearing. I acknowledge the legal authority and jurisdiction of the Board to initiate these proceedings and to issue and enforce this 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 Consent Order, voluntarily and without reservation, and I fully understand and comprehend the language, meaning and terms of this Consent Order.

9/4/2024
Date

Alicia Flores
Alicia Lynn Flores, LCSW-C
Respondent

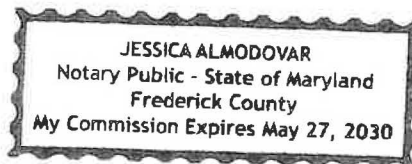
NOTARY

STATE OF MARYLAND

CITY/COUNTY OF FREDERICK

I HEREBY CERTIFY that on this 4th day of SEPTEMBER, 2026, before me, a Notary Public of the foregoing State and City/County personally appear Alicia Lynn Flores, LCSW-C, and made oath in due form of law that signing the foregoing Consent Order was their voluntary act and deed.

AS WITNESSETH my hand and notary seal.



JAC
Notary Public

My commission expires: 5/27/2030