

IN THE MATTER OF

ADRIANNE FOREMAN, LCSW-C

Respondent

License Number: 32922

BEFORE THE MARYLAND

STATE BOARD OF

SOCIAL WORK EXAMINERS

Case Number: 2025-3670

AUG 26 2026

MARYLAND BOARD OF
SOCIAL WORK EXAMINERS**CONSENT ORDER**

On April 2, 2026, the Maryland State Board of Social Work Examiners (the “Board”) charged ADRIANNE FOREMAN, LCSW-C (the “Respondent”), License Number 32922, 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:

....

- (6) Violates any provision of this title or regulations governing the practice of social work adopted and published by the Board[.]

....

- (11) Makes or files a false report or record in the practice of social work; [or]

....

(20) Fails to maintain adequate patient records[.]

Pursuant to Health Occ. § 19-311(6), the pertinent provisions of the Code of Maryland Regulations (“COMAR”), provide the following:

COMAR 10.42.03 Code of Ethics

.03 Responsibilities to Clients.

A. The licensee shall:

....

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

....

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

(c) Indicates the time and date the services were provided[.]

....

B. The licensee may not:

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

.06 Standards of Practice.

A. Professional Competence. The licensee shall:

....

(7) Document and maintain appropriate and accurate records of professional service, supervision, and research work[.]

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”) in Maryland on or about March 26, 2025, under license number 32922. The Respondent’s LCSW-C license expires on October 31, 2027, subject to renewal.

2. On or about January 24, 2025, the Board received a complaint (the “Complaint”) from an employee of the Respondent’s employer (the “Complainant”).¹ The Complaint alleged that the Respondent falsified a patient visit record, including documenting that a hospice social work visit occurred and that the patient and/or patient representative declined services despite an allegation that the Respondent did not conduct the visit or have contact with the patient or patient representative.

3. After receiving the Complaint, the Board initiated an investigation of the Respondent.

II. BOARD INVESTIGATION

4. On or about September 25, 2025, the Board conducted an under-oath interview with the Complainant. The Complainant stated that he is an employer compliance

¹ For confidentiality and privacy purposes, the names of individuals and entities involved in this matter are not disclosed in this document. Upon written request, the Administrative Prosecutor will provide the information to the Respondent.

representative for the Respondent's employer (the "Employer"), a hospice provider. The Complainant stated that the Employer received a report from branch leadership regarding a concern that a hospice social worker and a hospice chaplain may have falsified visit documentation for a patient associated with an adult day care facility (the "Facility"). The Complainant stated that the report was referred to the Employer's compliance department for investigation.

5. During the interview, the Complainant stated that the Employer's investigation concerned documentation entered for a hospice patient at the Facility on or about December 27, 2024, including a hospice social work visit entry. The Complainant stated that the documentation reflected that the patient and/or patient representative declined services. The Complainant stated that, as part of the investigation, the Employer reviewed the patient record and interviewed relevant staff. The Complainant stated that the investigation was substantiated as to falsification of visit documentation.

6. The Complainant stated that, during the Employer's investigation, the Respondent acknowledged that she did not go to the Facility and did not have contact with the patient or the patient's representative, despite documenting that a visit occurred and that services were declined. The Complainant stated that the Employer took corrective action, including removing the visit from billing, and submitted a report to the Board.

7. On or about September 3, 2025, the Board conducted an under-oath interview with the Respondent. The Respondent stated that she was employed by the Employer as a hospice social worker and was assigned to patients associated with the Facility. The

Respondent stated that the Facility was a location where she was told that hospice social work and chaplain services were neither permitted nor welcomed.

8. The Respondent described receiving instructions through the Employer's chain of command regarding how to handle Facility referrals. The Respondent asserted that she was directed to avoid documenting "missed visits" and instead to document a "generic" visit note for Facility referrals. The Respondent maintained that she was following prior direction and did not believe that she acted unethically.

9. The Respondent acknowledged that she did not conduct an in-person visit at the Facility for the patient at issue on or about December 27, 2024. The Respondent further acknowledged that she documented that a visit occurred and that the patient and/or patient representative refused or declined services.

10. The Employer's compliance materials reflect that the Employer placed the Respondent on suspended status and that the Respondent later resigned during the pendency of the investigation.

CONCLUSIONS OF LAW

The Respondent's actions, as described above, constitute, in whole or in part: violating any provision of this title or regulations governing the practice of social work adopted and published by the Board, in violation of Health Occ. § 19-311(6), in that the Respondent violated COMAR 10.42.03.03A(5)(b) and (c), COMAR 10.42.03.03B(1), and COMAR 10.42.03.06A(7); making or filing a false report or record in the practice of social work, in violation of Health Occ. § 19-311(11); and failing to maintain adequate patient records, in violation of Health Occ. § 19-311(20).

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 **TWELVE (12) MONTHS** subject to the following terms and conditions:

1. Within six (6) months of the date of this Consent Order, the Respondent shall successfully complete one Board-approved course on professional ethics. The Respondent shall be responsible for submitting written documentation to the Board of her successful completion of this course. The Respondent understands and agrees that she may not use this coursework to fulfill any requirements mandated for licensure renewal. The Respondent shall be solely responsible for furnishing the Board with adequate written verification that she has completed the course according to the terms set forth herein; and
2. Within six (6) months of the date of this Consent Order, the Respondent shall successfully complete one Board-approved course on documentation and recordkeeping. The Respondent shall be responsible for submitting written documentation to the Board of her successful completion of this course. The Respondent understands and agrees that she may not use this coursework to fulfill any requirements mandated for licensure renewal. The Respondent shall be solely responsible for furnishing the Board with adequate written

verification that she has completed the course according to the terms set forth herein; and

3. The Respondent shall comply with the Maryland Social Workers Practice Act and all laws, statutes and regulations pertaining thereof.

AND IT IS FURTHER ORDERED that after the conclusion of the entire **TWELVE (12) MONTHS** 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 her 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.).

August 26, 2026

Date

Jamie Wilson, LCSW-C

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

CONSENT

I, Adrienne Foreman, LCSW-C, acknowledge that I am represented by counsel and have consulted with counsel before entering into 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 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 Consent Order.

8.26.26
Date

Adrienne Foreman
Adrienne Foreman, LCSW-C
Respondent

NOTARY

STATE OF MARYLAND

CITY/COUNTY OF BALTIMORE

I HEREBY CERTIFY that on this 25TH day of AUGUST, 2026, before me, a Notary Public of the foregoing State and City/County personally appear Adrienne Foreman, LCSW-C, and made oath in due form of law that signing the foregoing Consent Order was her voluntary act and deed.

AS WITNESSETH my hand and notary seal.



Maryann R. Sargeant
Notary Public

My commission expires:
SEPTEMBER 25, 2027