

IN THE MATTER OF
LESLIE K. GODDARD, LGSW

Respondent,

License Number: 19631

* BEFORE THE MARYLAND
* STATE BOARD OF
* SOCIAL WORK EXAMINERS
* Case Number: 2016-2178

* * * * *

CONSENT ORDER

On December 14, 2016, the Maryland State Board of Social Work Examiners (the "Board") charged **LESLIE K. GODDARD, LGSW** (the "Respondent"), with violating the Maryland Social Workers Act (the "Act"), codified at Md. Code Ann., Health Occ. II ("Health Occ. II"), §§ 19-101 *et seq.* (2014 Repl. Vol.).

Specifically, the Board charged the Respondent with violating the following provisions of the Act and Md. Code Regs. ("COMAR"):

Health Occ. II § 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;
- (6) Violates any provision of this title or regulations governing the practice of social work adopted and published by the Board; [and]
- (9) Is disciplined by a licensing or disciplinary authority of any state, country, or branch of the armed services, or the Veteran's

Administration for any act that would be grounds for disciplinary action under this section[.]

The Board charged the Respondent with violating the following regulations governing the practice of social work adopted and published by the Board:

COMAR 10.42.03.03 Responsibilities to Clients.

B. The licensee may not:

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

With respect to Health Occ. II § 19-311(9), the underlying grounds for disciplinary action under Health Occ. II § 19-311 include:

- (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[.]

As a resolution of this matter, the Respondent agreed to enter into 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:

1. At all times relevant, the Respondent was and is licensed to practice graduate social work in the State of Maryland. The Respondent was originally licensed to practice graduate social work in Maryland on or about December 17, 2013, under License Number 19631. The Respondent's license is current through October 31, 2017.

2. At all times relevant, the Respondent was and is licensed to practice graduate social work in the District of Columbia. The Respondent was originally

licensed to practice graduate social work in the District of Columbia on or about August 23, 2004, under License Number LG50078032. The Respondent's D.C. license is current through July 31, 2017.

3. At all times relevant, the Respondent was employed with a health care facility (the "Facility")¹ as a Resource Management Clinical Social Worker in the District of Columbia.

4. On or about January 14, 2016, the Board initiated an investigation of the Respondent after receiving a complaint in the form of a disciplinary order against the Respondent from the District of Columbia, Board of Social Work (the "D.C. Board").

5. The D.C. Board's "Decision and Order" states that on January 11, 2015, the D.C. Board issued a Notice of Intent to Take Disciplinary Action against the Respondent's Graduate Social Work License based on the following charges:

Charge I: You failed to conform to the standards of acceptable conduct and prevailing practice within the social work profession in violation of D.C. Official Code § 3-1205.14(a)(26)(2012 Repl.); for which the Board may take disciplinary action pursuant to D.C. Official Code § 3-1205.14(a)(2012 Repl.).

Charge II: You filed a statement with the Board that you knew or should have known was false or misleading in violation of D.C. Official Code § 3-1210.04(2012 Repl.), and for which the Board may take disciplinary action pursuant to D.C. Official Code § 3-1205.14(a)(24)(2012 Repl.).

Charge III: You failed to comply with Section 4.04 of the Code of Ethics of the National Association of Social Workers in violation of 17 DCMR 7011.1 (2012 Repl.).

¹ To ensure confidentiality, the names of individuals, hospitals and healthcare facilities involved in this case are not disclosed in this document.

6. On or about September 28, 2015, the D.C. Board held a hearing on the charges, during which the Respondent was present and represented by counsel.

7. By "Decision and Order," dated November 25, 2015, the D.C. Board found the Respondent liable to Charges I and III, and not liable as to Charge II.

8. The D.C. Board found as a matter of fact that one of the Respondent's responsibilities at the Facility was to collect money for a "Car Seat Fund Program," which was a program to supply car seats for newborns leaving the Facility. In May of 2013, the Respondent found a certain amount of money belonging to the program, took the money home with her and later used some of the money to pay a personal bill. On June 4, 2013, the Respondent's supervisor asked the Respondent about the money. On June 5, 2013, the Respondent was only able to return a portion of the money. The Respondent returned the remaining portion of the money on June 7, 2013. The Facility suspended the Respondent's employment on June 7, 2013, and terminated her employment on June 13, 2013.

9. Based on its Findings of Fact, the D.C. Board concluded as a matter of law that the Respondent was liable under Charge I in that her misappropriation of funds was dishonest and violated the National Association of Social Workers Ethical Standard 4.04, which provides that "social workers should not participate in, or be associated with, dishonesty, fraud, or deception." The D.C. Board further concluded as a matter of law that the Respondent was liable to Charge I in that her misappropriation of funds also violated the standard of conduct in the social work profession.

10. Based on its Findings of Fact and Conclusions of Law, the D.C. Board officially reprimanded the Respondent and placed her license on probation for a

minimum of twelve (12) months, during which she was required to attend four (4) one-hour sessions of private consultation and supervision focusing on ethical conduct and professional responsibilities.

CONCLUSIONS OF LAW

Based on the foregoing Findings of Fact, the Board concludes as a matter of law that the Respondent's misappropriation of funds at the Facility constitutes: committing an act of misconduct in the practice of social work, in violation of Health Occ. II § 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. II § 19-311(5); and violating regulations governing the practice of social work adopted and published by the Board, *i.e.* COMAR 10.42.03.03B(1), in violation of Health Occ. II § 19-311(6).

Moreover, the D.C. Board's "Decision and Order," which imposed disciplinary sanctions against the Respondent, constitutes the Respondent being disciplined by a licensing or disciplinary authority of any state for an act that would be grounds for disciplinary action under this section, *i.e.* Health Occ. II § 19-311(4) and (5), in violation of Health Occ. II § 19-311(9).

ORDER

Based on the foregoing Findings of Fact and Conclusions of Law, it is, by a majority of the Board considering this case:

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

ORDERED that the Respondent is placed on **PROBATION** for a period of **ONE (1) YEAR**. During the probationary period, the Respondent must comply with the following terms and conditions:

1. **Within one (1) year** from the date of this Consent Order, the Respondent shall pay a fine in the amount of **One Thousand dollars (\$1,000.00)** to the Board. The payment shall be made by bank certified check or money order made payable to the Maryland State Board of Social Work Examiners.
2. The Respondent shall comply with the Maryland Social Workers Act and all laws, statutes and regulations pertaining thereof.

AND IT IS FURTHER ORDERED that after the conclusion of **ONE (1) YEAR** probationary period, the Respondent may submit a written petition to the Board requesting termination of her probation. 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 of the probationary terms and conditions and there are no pending complaints similar to the charges in this case; and it is further

ORDERED that if the Respondent violates any of the terms and conditions of this Consent Order, the Board, in its discretion, after notice and an opportunity for an evidentiary hearing if there is a genuine dispute as to the underlying material facts, or an opportunity for a show cause hearing before the Board otherwise, may impose any sanction which the Board may have imposed in this case, including additional probationary terms and conditions, a reprimand, suspension, revocation and/or a monetary penalty; and it is further

ORDERED that the Respondent shall be 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.* (2014 Repl. Vol.).

May 12 2017
Date

Denise Capaci
Denise Capaci, LCSW-C
Board Chair
State Board of Social Work Examiners

CONSENT

I, Leslie K. Goddard, LGSW, acknowledge that I had the opportunity to be represented by counsel and have knowingly elected not to be represented by 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 violations as set forth above and accept personal responsibility for my behavior.

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 to challenge these allegations. 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.

05-12-2017
Date

Leslie K. Goddard
Leslie K. Goddard, LGSW
Respondent

NOTARY

STATE OF MARYLAND

CITY/COUNTY OF BALTIMORE

I HEREBY CERTIFY that on this 12th day of MAY, 2017, before me, a Notary Public of the foregoing State and City/County personally appear Leslie K. Goddard, LGSW, 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.

Patricia Morris English
Notary Public

My commission expires:

PATRICIA MORRIS ENGLISH
NOTARY PUBLIC STATE OF MARYLAND
County of Baltimore
My Commission Expires September 22, 2018