

IN THE MATTER OF \* BEFORE THE MARYLAND  
MARGARET GRANT, LCSW-C \* STATE BOARD OF  
RESPONDENT \* SOCIAL WORK EXAMINERS  
License Number: 20266 \* Case Numbers: 2020-2841

\* \* \* \* \*

CONSENT ORDER

On or about June 24, 2021, the Maryland State Board of Social Work Examiners (the “Board”) charged MARGARET GRANT, LCSW-C (the “Respondent”), License Number 20266, with violating the Maryland Social Workers Act (the “Act”) codified at Md. Code Ann., Health Occ. §§ 19-101 *et seq.* (2014 Repl. Vol. and 2020 Supp.).

The pertinent provisions of the Act provide the following:

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

The pertinent provisions of Md. Code Regs. (“COMAR”), provide the following:

**COMAR 10.42.02.04 Case Management.**

- A. A licensed social worker shall meet the standards outlined in this regulation when involved in case management, whether or not the licensee shares case management responsibilities with others as a member of a multidisciplinary team.
- B. A licensee shall:
  - (4) Assure appropriate confidentiality of client information.

**COMAR 10.42.03.03 Responsibilities to Clients.**

- B. The licensee may not:
  - (3) Exploit a relationship with a client for personal advantage or satisfaction;

**COMAR 10.42.03.06 Standards of Practice.**

- B. A licensee may not:
  - (2) Engage in other relationships that could limit the licensee’s objectivity or create a conflict of interest or the appearance of a conflict of interest.

**FINDINGS OF FACT**

The Board finds the following facts.

**I. Background**

1. At all times relevant hereto, the Respondent was licensed to practice clinical social work in the State of Maryland. The Respondent was initially licensed in Maryland on or about August 18, 2014. She acquired her current level of licensure on or about April 4, 2017, under license number 20266. The Respondent’s license expires on October 31, 2021.

2. At all times relevant hereto, the Respondent was employed as a social worker at a county department of social services in Maryland (the "Department").<sup>1</sup>

## **II. Complaint**

3. On or about July 20, 2020, the Board received a complaint (the "Complaint") from a licensed social worker who was a colleague of the Respondent's at the Department (the "Complainant"). The Complaint alleged that in or around April 2020, the Respondent posted photos of herself with a number of the Department's clients, including minor foster children, on her personal social media pages.

4. Based on the Complaint, the Board began an investigation.

## **III. Board Investigation**

5. In furtherance of its investigation, the Board obtained relevant records and conducted interviews under oath with the Respondent and colleagues from the Department and other relevant witnesses.

6. Until approximately July 2020, the Respondent was employed at the Department as a foster care social worker for approximately six years. Her job responsibilities included case monitoring, case management, and maintaining communication with clients' biological and foster families.

7. On or about October 13, 2020, the Respondent was interviewed under oath by the Board's investigator. The Respondent stated during her interview that in or around

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<sup>1</sup> For purposes of ensuring confidentiality, health care facility and proper names have been omitted and replaced with generic placeholders. Upon written request, the Administrative Prosecutor will provide the information to the Respondent.

April 2018, she was involved in transporting a minor Department client from her biological family to a foster parent (“Foster Parent 1”) with whom she was also close personal friends. During the transport, the Respondent acknowledged posting a photo to social media of the Department’s client. The Respondent acknowledged that her decision to post the photo constituted an ethical “gray area” or “a misjudgment or just not really thinking through before I did that.” The Respondent also admitted that “the postings were...an error of judgment...I do acknowledge it, yeah.”

8. The Respondent also acknowledged that she had established personal relationships with Department clients when the clients were placed in foster care with Foster Parent 1, as well as with other members of her immediate family who acted as foster parents to the Department’s clients. For example, the Respondent was referred to and referred to herself as the “Auntie” of several Department clients when she was in the homes of the foster parents, including Foster Parent 1 and her family members who were fostering the clients.

9. The Respondent stated in her interview that her position as a social worker with the Department, her role as close friend to the foster parents, and her status as an “Auntie” to the clients was “kind of tricky...I tried in a lot of ways to make sure that there were some pretty fair boundaries.”

10. The Respondent also acknowledged posting photos to her personal social media pages of at least two of the Department’s clients, both minor foster children who at times were living with Foster Parent 1. However, she stated, “I never exploited these children.”

11. The Respondent denied that by posting their images to social media, she had failed to maintain the Department's clients' confidentiality.

### CONCLUSIONS OF LAW

The Board concludes as a matter of law that the Respondent's actions, as described above, constitute in whole or in part, a violation of the above-cited provisions of the Act.

### ORDER

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

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

**ORDERED** that the Respondent's license to practice social work in the State of Maryland is **SUSPENDED** for a period of **14 (FOURTEEN) DAYS**, with the suspension immediately **STAYED**, pending successful completion of the terms and conditions of the Consent Order; and it is further

**ORDERED** that the Respondent is placed on Board-supervised **PROBATION** for a period of at least **TWO (2) YEARS** and until the following terms and conditions are fully and satisfactorily complied with:

1. The Respondent's status as a licensed clinical social worker will be listed in the Board's computer records and website as being on "Probation";
2. Within 6 months of the effective date of the Consent Order, the Respondent shall submit documentation to the Board showing that she has successfully completed and a course, approved by the Board in advance, in professional ethics. The course shall be in-person (i.e. not an online course) unless the Respondent

demonstrates that a suitable in-person course is not available due to the pandemic. The course shall not count towards the Respondent's Continuing Education requirements for renewal of licensure;

3. Within 6 months of the effective date of the Consent Order, the Respondent shall submit documentation to the Board showing that she has successfully completed and a course, approved by the Board in advance, in professional boundaries. The course shall be in-person (i.e. not an online course) unless the Respondent demonstrates that a suitable in-person course is not available due to the pandemic. The course shall not count towards the Respondent's Continuing Education requirements for renewal of licensure;
4. Within thirty (30) days of the effective date of the Consent Order, the Respondent shall engage the services of a supervisor whom she has chosen from a list of Board-approved supervisors that the Board shall provide to her. The focus of the supervision shall include, but is not limited to, professional boundaries and ethics. The Respondent shall make her records available for inspection by the supervisor, and the Respondent shall meet with the supervisor face to face (i.e. either in person or via teleconference) once per month for at least 60 minutes;
5. The period of supervision shall last twelve (12) months, during which the supervisor may make a written request to the Board to reduce or modify the terms of the supervision as the supervisor deems appropriate. Whether to grant such a request is solely within the Board's discretion;
6. The supervisor shall supply the Board with quarterly, written reports on the Respondent's practice over the period of supervision, totaling four (4) reports. 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 investigative file as is deemed necessary by the Board

and/or the supervisor, provided that a copy of the investigative file is also released to the Respondent;

7. A negative report from the supervisor, as determined in the sole discretion of the Board, constitutes a violation this Consent Order;
8. The Respondent shall abide by any and all recommendations made by the supervisor. Failure to cooperate and failure to abide by the supervisor's recommendations shall be deemed a violation of Order; and
9. Respondent shall practice social work according to the Maryland Social Work Act and in accordance with all applicable laws, statutes and regulations pertaining to the practice of social work; and it is further

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 5 (five) years from the effective date of this Consent Order; and it is further

**ORDERED** that after two (2) years from the date of this Consent Order, 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, or a designated Board committee. The Board, or designated Board committee, will 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 related to the charges; 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 a show cause hearing before the Board, may impose any sanction which the Board may have imposed in this case, including a probationary term and conditions of probation, reprimand, suspension, lifting the stay of suspension, revocation and/or a monetary penalty, said allegations of violation of the terms and condition of this Consent Order shall be proven by a preponderance of the evidence; and it is further

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

**ORDERED** that this Consent Order is a **PUBLIC DOCUMENT**, pursuant to Md. Code Ann., State Gov't §§ 10-611 *et seq.* (2014 Repl. Vol.), and is reportable to any entity to which the Board is obligated to report.

7/28/2021  
Date



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Karen Richards, MSW, LCSW-C  
Board Chair  
Maryland State Board of Social Work  
Examiners

**CONSENT**

I, Margaret Grant, LCSW-C, acknowledge that I have had the opportunity to consult with counsel before signing this document. By this Consent, I accept to be bound by this Consent Order and its conditions and restrictions. I waive any rights I may have had to



contest the Findings of Fact and Conclusions of Law.

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 as provided by law. I acknowledge the legal authority and the jurisdiction of the Board to initiate these proceedings and to issue and enforce this Consent Order. I also affirm that I waive my right to appeal any adverse ruling of the Board that might have followed any such hearing.

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

July 10, 2021  
Date

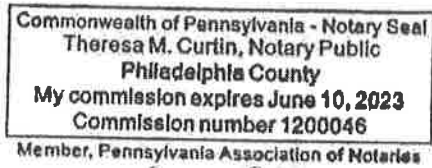
Margaret Grant, LCSW-C  
Margaret Grant, LCSW-C  
*The Respondent*

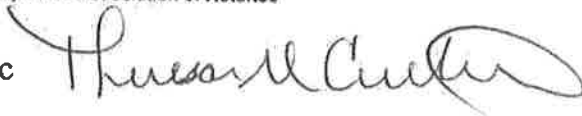
**NOTARY**

STATE OF Pennsylvania  
CITY/COUNTY OF: Philadelphia

I HEREBY CERTIFY that on this 16<sup>th</sup> day of July, 2021, before me, a Notary Public of the State and County aforesaid, personally appeared Margaret Grant, LCSW-C, and gave oath in due form of law that the foregoing Consent Order was her voluntary act and deed.

AS WITNESS, my hand and Notary Seal.



Notary Public 

My commission expires: June 10, 2023