

MAY 27 2025

Maryland Board of
Social Work Examiners

IN THE MATTER OF

*

BEFORE THE MARYLAND

JAZMIN Y. LAWRENCE, LMSW

*

STATE BOARD OF

License Number: 30080

*

SOCIAL WORK EXAMINERS

Respondent

*

Case Number: 2024-3513

* * * * *

CONSENT ORDER

On February 21, 2025, the Maryland State Board of Social Work Examiners (the “Board”) charged **JAZMIN Y. LAWRENCE, LMSW** (the “Respondent”), License Number **30080**, with violating the Maryland Social Workers Act (the “Act”), Md. Code Ann., Health Occ. (“Health Occ.”) §§ 19-101 *et seq.* (2021 Repl. Vol. & 2024 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:

...

- (2) Fraudulently or deceptively uses a license;

...

- (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;

...

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

...

- (13) Submits a false statement to collect a fee[.]

Pursuant to Health Occ. § 19-311(6), the Board charged the Respondent with violating the following provisions of the Code of Maryland Regulations (“COMAR”):

COMAR 10.42.03 Code of Ethics

.03 Responsibilities to Clients.

- A. The licensee shall:

...

- (3) Notify the client promptly and seek the transfer, referral, or continuation of service in relation to the client's need or preference if the licensee anticipates the termination or interruption of service; [and]

...

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

...

- (b) Accurately reflects the services provided, including treatment plans, treatment goals, and contact notes;
- (c) Indicates the time and date the services were provided; [and]

- (e) Is sufficient and timely to facilitate the delivery and continuity of future services[.]

B. The licensee may not:

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

.06 Standards of Practice.

A. Professional Competence. The licensee shall:

- (4) Monitor the effectiveness of a licensee's interventions; [and]

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

On April 14, 2025, 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 master social work in the State of Maryland. The Respondent was originally licensed to practice master social work as a Licensed Master Social Worker ("LMSW") in Maryland on or

about June 1, 2023, under license number 30080. The Respondent's LMSW license expires on October 31, 2025, subject to renewal.

2. On or about March 13, 2024, the Board received a complaint (the "Complaint") from the Chief Executive Officer (the "Complainant") of the Respondent's former employer (the "Employer").¹ According to the Complaint, on February 9, 2024, the Respondent submitted her resignation to the Employer with an effective date of March 1, 2024. On February 26, 2024, the Employer discovered that the Respondent failed to complete twelve (12) notes for sessions held during the week of February 19, 2024. The Employer instructed the Respondent to complete the notes, which she did. However, upon review, the Employer found that six (6) of the notes were duplicates of the client's previous session note. The Employer instructed the Respondent to write addenda to the notes, which she did. The Respondent submitted a new resignation letter on February 26, 2024, with her resignation effective that day.

3. The Complaint further stated that on February 27, 2024, the Employer audited the Respondent's billing for the week of February 19, 2024, and found "multiple errors and a lack of evidence that some sessions were held." The Employer further identified sessions where the Respondent billed for a longer period than had occurred. The Respondent also reported on her timesheet that she received supervision on February 23, 2024, but her supervisor denied having provided supervision on that day. The Employer

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.

also found no evidence that the Respondent held termination sessions with at least ten (10) clients. Lastly, the parent of a client reported that the client attempted to share a traumatic event with the Respondent, but the Respondent effectively refused, telling the client that that session was likely her last.

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

II. BOARD INVESTIGATION

5. On or about July 25, 2024, the Board conducted an under-oath interview of the Complainant. According to the Complainant, the Respondent worked for the Employer from June 12, 2023, through February 23, 2024, inclusive, to provide telehealth counseling. The Employer provides new therapists with orientation and training on topics including clinical documentation. New therapists receive instruction on writing notes and addenda. Therapists are required to indicate in the note the virtual platform utilized and the exact start and stop times of the appointment. For the first one or two clients, the Employer schedules an hour following the appointment for the therapists to meet with a supervisor to discuss the appointment and write the note. Following this, therapists begin seeing clients once every hour and then, after 90 days, once every 45 minutes.

6. The Complainant stated that the Employer noticed in July 2023 that the Respondent's notes were late and that the Respondent was working fewer than 36 hours, which is required for full-time salaried therapists. The Employer counseled the Respondent; however, beginning on or about November 16, 2023, the Employer began

paying the Respondent on a fee-for-service basis because she was unable to meet her obligations for salaried employment.

7. The Complainant testified consistently as to the events in February 2023 described above and in the Complaint. The Complainant stated that, upon notifying the Respondent about the missing notes, the Respondent replied five minutes later that the missing notes were complete. As the Complainant concluded that this was an insufficient amount of time to complete the missing notes, the Complainant reviewed the notes and found that the Respondent duplicated the client's prior note and merely changed the date.

8. The Complainant also observed that some notes had improbable start and stop times due to being exactly on the hour. The Complainant investigated further and found that: (i) for one session the Respondent billed, the note was for 14 minutes, but billable sessions start at 16 minutes, so the Employer retracted that billing; (ii) for two sessions, the Employer was unable to find proof that the Respondent held the session in the virtual platform the Respondent indicated, so the Employer retracted those billings; and (iii) for another session, the Respondent billed for a full session, but the session only lasted for a half session.

9. When the Respondent resubmitted her resignation on February 26, 2024, effective that date, the Complainant inquired whether the Respondent had conducted appropriate terminations with her clients, to which the Respondent responded affirmatively. Four of the Respondent's clients later logged in for a therapy session, expecting to meet with the Respondent, and reported that the Respondent had not advised them that she was leaving.

10. On or about July 29, 2024, the Board conducted an under-oath interview of the Respondent. The Respondent testified that she worked full-time for the Employer until a couple weeks prior to her resignation as she wanted to find a job closer to her residence. As to the six (6) allegedly duplicated notes, the Respondent testified that “[y]ou’ll see in the addendum to the note that the only thing that is different is the verbiage used, because in each of those visits we talked about the exact same things and there’s only a certain amount of ways to say that you did the same thing.” The Respondent testified that she notified clients of her departure from the Employer during sessions or by email and/or text message.

11. On or about July 31, 2024, the Board conducted an under-oath interview of the Executive Program Director (the “EPD”) for the Employer. The EPD testified that when drafting a note, there are portions of the note that may not change between sessions, such as a summary of significant events, but the progress on any goals and objectives will change.

12. The Complainant provided a written statement to the Board dated July 18, 2024, and documentation from the Employer. The Complainant detailed the documentation which is outlined below.

13. The Employer provided copies of emails between the Respondent and the Employer from July 3, 2023, through February 26, 2024, inclusive. According to the emails, on or about November 8, 2023, the Respondent notified the Employer that she wished to begin working part-time. On or about November 16, 2023, the Employer notified the Respondent that the Respondent would be paid on a fee-for-service basis effective

November 20, 2023. The emails also contain messages to the Respondent concerning missing and/or late notes and missed clinical meetings.

14. The Employer provided redacted copies of the six (6) duplicated notes and redacted copies of the clients' previous session notes, each electronically signed by the Respondent. The two sets of notes contain largely the same text, including the same typographical errors, with only limited differences. As noted above, the Employer requested that the Respondent complete an addendum for each of the duplicate notes. In these addenda, the Respondent added additional material information. In the addendum for three (3) of the duplicate notes, the Respondent modified the start or stop times.

15. The Employer provided copies of their telehealth software records. The Respondent completed a duplicate note, allegedly for a session that occurred on February 22, 2024, starting at 5:02 p.m. and ending at 5:44 p.m. However, according to the telehealth software records, this session started at 5:03:34 p.m. and ended at 5:36:15 p.m. The Respondent completed another duplicate note, allegedly for a session that occurred on February 22, 2024, starting at 7:02 p.m. and ending at 8:00 p.m. However, there is no record in the telehealth platform software that this session occurred.

16. The Employer provided redacted copies of two (2) additional session notes, each electronically signed by the Respondent. The Respondent completed a note, allegedly for a session that occurred on February 22, 2024, starting at 6:01 p.m. and ending at 6:39 p.m. However, according to the telehealth software records, this session started at 6:00:52 p.m. and ended at 6:15:15 p.m. The Respondent completed a note, allegedly for a telehealth session that occurred on February 20, 2024, starting at 7:03 p.m. and ending at 7:41 p.m.

However, there is no record in the telehealth platform software that this session occurred. The parent of the client reported that this session was a phone call that lasted two (2) minutes.

17. The Employer provided redacted copies of documentation of client communications. According to the documentation, on or about February 27, 2024, a client contacted the Employer who, while aware of the Respondent's resignation, believed that they would get a final session with the Respondent. On or about February 28, 2024, a client's parent contacted the Employer stating that they had not received a link for their appointment with the Respondent. On or about March 1, 2024, another client contacted the Employer stating that they had not received a link for their appointment with the Respondent. On or about April 11, 2024, a client's parent contacted the Employer, not specifically referencing the Respondent, but stating that there have been too many transfers without notice. The Employer could not locate evidence in the telehealth records that the Respondent held termination sessions with these four (4) clients.

CONCLUSIONS OF LAW

18. By completing seven (7) session notes for clients, which contained inaccurate information, including, but not limited to, inaccurate: start times, end times, descriptions of services, summaries of sessions, goals, objectives, progress towards goals, progress towards objectives, summaries of significant events, plans, and/or mental status exams; the Respondent violated Health Occ. § 19-311(2), (4), (5), (6), (11), and (13), COMAR 10.42.03.03A(5)(b), (c), and (e), COMAR 10.42.03.03B(1), and COMAR 10.42.03.06A(4) and (7).

19. By completing one (1) session note for a client for a session that the Respondent did not hold, the Respondent violated Health Occ. § 19-311(2), (4), (5), (6), (11), and (13), COMAR 10.42.03.03A(5)(b), (c), and (e), COMAR 10.42.03.03B(1), and COMAR 10.42.03.06A(4) and (7).

20. By failing to appropriately terminate professional services with clients, the Respondent violated Health Occ. § 19-311(4), (5), and (6), and COMAR 10.42.03.03A(3).

21. By reporting on her timesheet that she received supervision on February 23, 2024, despite not having received supervision, the Respondent violated Health Occ. § 19-311(2), (4), (5), (6), and (11), COMAR 10.42.03.03B(1) and COMAR 10.42.03.06A(7).

22. By participating in the activities, as outlined in the Allegations of Fact above, the Respondent violated Health Occ. § 19-311(2), (4), (5), (6), (11), and (13), COMAR 10.42.03.03A(3), COMAR 10.42.03.03A(5)(b), (c), and (e), COMAR 10.42.03.03B(1), and COMAR 10.42.03.06A(4) and (7).

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 **ONE (1) YEAR** 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 and one Board-approved course on record keeping. The Respondent shall be responsible for submitting written documentation to the Board of her successful completion of these courses. 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 courses according to the terms set forth herein; and

2. 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 **ONE (1) 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 his 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. & 2024 Supp.).

05/27/2025

Date



Susan Coppage, LCSW-C
Board Chair
Maryland State Board of
Social Work Examiners

CONSENT

I, Jazmin Y. Lawrence, LMSW, 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.

5/22/25
Date


Jazmin Y. Lawrence, LMSW
Respondent

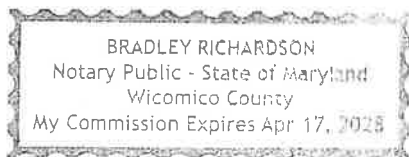
NOTARY

STATE OF MARYLAND

CITY/COUNTY OF Wicomico

I HEREBY CERTIFY that on this 22nd day of May, 2025, before me, a Notary Public of the foregoing State and City/County personally appear Jazmin Y. Lawrence, LMSW, 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.




Notary Public

My commission expires: 4/17/2028