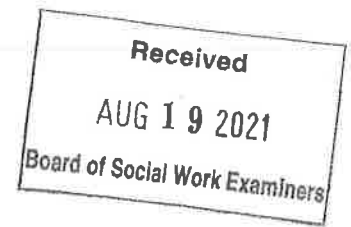


KATHERINE MCVICKER, LMSW  
[REDACTED]  
[REDACTED]



Karen Richards, MSW, LCSW-C  
Board Chair  
Maryland State Board of Social Work Examiners  
4201 Patterson Avenue  
Baltimore, Maryland 21215

RE: Surrender of License to Practice as a  
Licensed Masters Social Worker  
License Number: 18728  
Case Number: 2020-2757

Dear Ms. Richards and Members of the Board:

Please be advised that pursuant to Md. Code Ann., Health Occ. § 19-310 (2014 Repl. Vol. & 2020 Supp.) I have decided to **SURRENDER** my license to practice social work, in the State of Maryland, License Number 18728, effective upon the acceptance of this letter by the Board Chair. I understand that upon the Maryland State Board of Social Work Examiner's (the "Board's") acceptance of this letter of surrender, I may not represent to the public by title, description of services, methods, procedures, or otherwise that I am a licensed certified social worker. Moreover, I understand that I may not practice social work, clinical or otherwise, as defined in the Maryland Social Workers Act (the "Act"), Md. Code Ann., Health Occ. §§ 19-101 *et seq.*

I understand that this Letter of Surrender is a **PUBLIC DOCUMENT**, and upon the Board's acceptance, becomes a **FINAL ORDER** of the Board. I also understand that the surrender of my license means that I am in the same position as an unlicensed individual.

My decision to surrender my license to practice social work in the State of Maryland was prompted by the Maryland State Board of Social Work Examiners (the "Board") and its subsequent issuance of *Charges Under the Maryland Social Workers Act* ("Charges") under the following provisions of the Act, Health Occ. § 19-311:

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 COMAR, the code of ethics, provide the following:

**COMAR 10.42.03.02 Definitions.**

A. In this chapter, the following terms have the meanings indicated.

B. Terms Defined.

...

(3) "Dual relationship" means a relationship in which a licensee is involved with a client professionally and in any other capacity.

....

(9) "Sexual misconduct" means:

- (a) Inappropriate sexual language;
- (b) Sexual exploitation;
- (c) Sexual harassment;
- (d) Sexual behavior; or,
- (e) Therapeutic deception.

**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 10.42.03.05 Relationships.**

- A. The licensee may not enter into a dual relationship with a client or an individual with whom the client has a close personal relationship.  
...
- C. The licensee may enter into a nonsexual relationship with an individual with whom the licensee's prior professional contact:
  - (1) Was of a brief, peripheral, or indirect nature; and,
  - (2) Did not constitute a therapeutic relationship.
- D. The licensee may not engage in sexual misconduct with either current or former clients.
- E. The licensee may not engage in sexual misconduct with a client...over whom the licensee exercises professional authority.
- F. The licensee may not terminate professional services or a professional relationship with a client in order to enter a nonprofessional, social, or sexual relationship with the client or an individual with whom the client has a personal relationship.

**COMAR 10.42.03.06. Standards of Practice.**

- ...
- B. A licensee may not:
  - (1) Undertake or continue a professional relationship with a client when the competence or objectivity of the licensee is or could reasonably be expected to be impaired due to:  
...

- (b) The licensee's present familial, social, sexual, emotional, financial, supervisory, political, administrative, legal, or other relationship with the client or a person associated with or related to the client; or
- (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.

I acknowledge that the Board's investigation was based upon two complaints to the Board alleging that I violated professional boundaries and engaged in an unprofessional relationship with a male patient ("Patient 1") and a female patient ("Patient 2") while working for a mental health clinic ("Clinic"). Patient 1 complained to a staff member that he had been dating me, his therapist, and that things "got crazy real fast" I admitted in my interview with the Board Investigator that Patient 1 and I kissed several times at work; Patient 1 touched me inappropriately; and I phoned and texted Patient 1 several times to talk about what had happened. I did not report it to my supervisors. After I stopped working for the Clinic, Patient 2 told another therapist ("Therapist 2") that we had a "close" and "flirty" relationship. I admitted to the Board Investigator that I texted Patient 2 outside of the work environment and that Patient 2 asked me to go to the movies and hang out with her socially, but that we did not. I was unaware that Patient 2 had romantic feelings for me which impacted Patient 2's mental health and well-being.

As a result of the Board's investigation, on or about May 27, 2021, the Board issued Charges Under the Maryland Social Workers Act (the "Act") in Board Case Number 2020-2758.

I met with the Board at a Case Resolution Conference held on or about July 7, 2020. I have decided to surrender my license to practice social work in the State of Maryland to resolve this matter and to avoid prosecution of the Charges.

I acknowledge that if the Board were to proceed with an evidentiary hearing in this matter, the State would be able to prove by a preponderance of the evidence that I violated certain provisions of the Act, including: Health Occ. § 19-311 (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"); and, (6) ("violates any provision of this title or regulations governing the practice of social work adopted and published by the Board"), with underlying violations of COMAR 10.42.03.03.B(3) ("the licensee may not exploit a relationship with a client for personal advantage or satisfaction"); COMAR 10.42.03.05.A ("the licensee may not enter into a dual relationship with a client or an individual with whom the client has a close personal relationship"); COMAR 10.42.03.03.C (The licensee may enter into a nonsexual relationship with an individual with whom the licensee's prior professional contact: (1) ("was of a brief, peripheral, or indirect nature;") and, (2) ("did not constitute a therapeutic relationship.") COMAR 10.42.03.03.D ("the licensee may not engage in sexual misconduct with either current or former clients.") COMAR 10.42.03.03.E ("the licensee may not engage in sexual misconduct with a client...over whom the licensee exercises professional authority"); COMAR 10.42.03.03.F ("the licensee may not terminate professional services or a professional relationship with a client in order to enter a nonprofessional, social, or sexual relationship with the client or an individual with whom the client has a personal relationship"); and, COMAR 10.42.03.06.B (1)(b) (" a licensee may not undertake or continue a professional relationship with a client when the competence or objectivity of the licensee is or could reasonably be expected to be impaired due to the licensee's present familial, social, sexual, emotional, financial, supervisory, political, administrative, legal, or other relationship with the client or a person associated with or related to the client"); and, COMAR 10.42.03.06.B (2) ("a licensee may not 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.")

I recognize that for all purposes relevant to licensure that these allegations of fact set forth above will be treated as proven and that these allegations support a conclusion that I violated the Act as detailed herein.

I have voluntarily, knowingly, and freely chosen to submit this Letter of Surrender. I understand that, by the execution of this Letter of Surrender, I am waiving the right to contest the Board's Charges in a formal evidentiary hearing at which I would have 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 law, including the right to appeal.

I acknowledge that upon my execution of this Letter of Surrender, I shall surrender to the Board my Maryland social worker license, License Number 18728, including any wall certificate, renewal certificates, and wallet-sized renewal cards in my possession.

I understand that the Board will advise the Association of State Boards of Social Work, the National Practitioner Data Bank of this Letter of Surrender, any other required entities of this Letter of Surrender, and in response to any inquiry, that I have surrendered my license in lieu of disciplinary action under the Act as resolution of the matters pending against me. I also understand that in the event I would apply for licensure in any form in any other state or jurisdiction, that this Letter of Surrender, and all underlying documents, may be released or published by the Board to the same extent as a final order that would result from disciplinary action pursuant to Md. Code Ann., General Prov. §§ 4-101 *et seq.* (2014). Finally, I understand that this Letter of Surrender is considered a disciplinary action by the Board.

I recognize and agree that by submitting this Letter of Surrender, my license will remain surrendered unless and until the Board grants reinstatement of my license. I understand that if I apply for reinstatement of my Maryland license, the Board or its successor has absolute discretion to grant or deny my application for reinstatement. If the Board denies my application, I do not have the right to a hearing or for a judicial review of the Board's decision. If the Board does grant reinstatement, it may impose any terms and conditions the Board considers appropriate for public safety and the protection of the integrity and reputation of the profession. I further understand that if I file a petition for reinstatement, I will approach the Board or its successor in the same position as an individual whose license has been revoked. I also understand that if I apply for reinstatement, I bear the burden of demonstrating my profession competence and fitness to practice social work to the satisfaction of the Board.

I acknowledge that I may not rescind this Letter of Surrender in part or in its entirety for any reason whatsoever. I have been advised of my right to be represented by an attorney of my choice throughout proceedings before the Board, including the right to consult with an attorney prior to signing this Letter of Surrender. I understand both the nature of the Board's actions and this Letter of Surrender fully. I acknowledge that I understand and comprehend the language, meaning and terms and effect of this Letter of Surrender. I make this decision knowingly, voluntarily, and without duress.

Sincerely,

8/16/2021  
Date

Katherine McVicker  
Katherine McVicker

**NOTARY PUBLIC**

STATE/DISTRICT OF Maryland

CITY/COUNTY OF FREDERICK

I HEREBY CERTIFY that on this 16 day of August, 2021, before me, a Notary Public of the State/District and City/County aforesaid, personally appeared **Katherine McVicker**, and declared and affirmed under the penalties of perjury that signing the foregoing Letter of Surrender was her voluntary act and deed.

AS WITNESS my hand and Notarial seal.

[Signature]  
Notary Public

My Commission expires: 11/13/2023

**ANGELICA M. GIRALDO**  
Notary Public  
Montgomery County  
Maryland  
My Commission Expires Nov. 13, 2023

**ACCEPTANCE**

On this **10th** day of **September**, 2021, I, Karen Richards, Board Chair, on behalf of the Maryland State Board of Social Work Examiners, hereby accept **Katherine McVicker's PUBLIC SURRENDER** of her license to practice social work in the State of Maryland pursuant to Md. Code Ann., Health Occ. § 19-310 (2014 Repl. Vol. & 2020 Supp.).



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