

STATE OF NORTH CAROLINA
COUNTY OF WAKE

BEFORE THE NORTH CAROLINA
ADDICTIONS SPECIALIST
PROFESSIONAL PRACTICE BOARD
EC CASE NO. 813-24

NORTH CAROLINA ADDICTIONS)
SPECIALIST PROFESSIONAL)
PRACTICE BOARD,)
Petitioner,)
v.)
LINDSEY NORRIS)
(LCAS-A No. 27245),)
Respondent.)

CONSENT ORDER

THIS MATTER is before a Panel of the Ethics Committee (the “Panel”) of the North Carolina Addictions Specialist Professional Practice Board (the “Board”), pursuant to Chapter 150B, Article 3A of the North Carolina General Statutes; the North Carolina Substance Use Disorder Professional Practice Act; and Title 21, Chapter 68 of the North Carolina Administrative Code. The Board, with a quorum present, and Respondent stipulate and agree to the entry of the following Consent Order:

FINDINGS OF FACT

1. Petitioner Board was established by the North Carolina General Assembly to credential and regulate substance use disorder professionals in North Carolina, in accordance with Chapter 90, Article 5C of the North Carolina General Statutes.
2. Respondent currently is a citizen and resident of Wake County, North Carolina; and is neither a minor nor an incompetent person.
3. On July 3, 2021, Respondent was registered by the Board as a Licensed Clinical Addictions Specialist Associate (“LCAS-A”) (LCAS-A No. 27245), which will expire on July 2, 2026, if not renewed.

4. On February 8, 2024, Elizabeth Flack (“Flack”) filed a formal complaint before the Board alleging Respondent engaged in a dual relationship with a client. The complaint was designated by the Board as Ethics Complaint (“EC”) Case No. 813-24.
5. Upon investigation into EC Case No. 813-24, the Board determined the following:
 - a. During all times relevant to this matter, Respondent was employed by Three Oaks Behavioral Health and Wellness (“Three Oaks”), a mental health care provider located in Raleigh, North Carolina. Flack was Respondent’s supervisor at Three Oaks.
 - b. On or about July 2022, Respondent began providing clinical services to Client X while employed by Three Oaks.
 - c. On or about April 2023, Respondent pet sat Client X’s pet. Client X brought the animal to Respondent’s personal residence.
 - d. On or about April 2023, Respondent requested Client X pet sit for Respondent at Respondent’s personal residence. Per Respondent’s request, Client X checked on Respondent’s animal at Respondent’s personal residence.
 - e. On October 18, 2023, Respondent took Client X to dinner at the Carrabba’s Italian Grill in Raleigh, North Carolina, where both Respondent and Client X consumed at least one (1) alcoholic beverage. Respondent paid for Client X’s dinner.
 - f. Respondent made inappropriate self-disclosures to Client X regarding Respondent’s romantic relationships during clinical sessions with Client X.
 - g. On or about late spring 2023, Client X expressed concerns to Respondent regarding Respondent’s self-disclosures and the nature of their relationship.

- h. On February 6, 2024, Respondent reported her relationship with Client X to Respondent's then-supervisor, Flack, upon an internal complaint being filed by Client X at Three Oaks regarding the above-referenced relationship between Client X and Respondent. Upon information and belief, the internal complaint at Three Oaks was filed by Client X on or about January 30, 2024.
- i. Respondent was released from employment at Three Oaks on or about February 29, 2024.
- j. Respondent is a young, inexperienced practitioner; she has acknowledged her errors, expressed sincere remorse for her mistakes, and fully cooperated with the Board's investigation.
- k. Respondent exhibited no malice or ill intent in the mistakes she made.

CONCLUSIONS OF LAW

- 6. Respondent is subject to the North Carolina Addictions Specialist Professional Practice Act and the rules promulgated pursuant to the Act. The Board has jurisdiction over Respondent and the subject matter of this proceeding.
- 7. The acts and omissions of Respondent as described above constitute violations of the following:
 - a. N.C. Gen. Stat. § 90-113.44(a)(2), for the use of alcoholic beverages to the extent that professional competency is affected, in consuming alcoholic beverage(s) with Client X socially;
 - b. N.C. Gen. Stat. § 90-113.44(a)(6), for engaging in an act or practice in violation of the provisions of this Article or any of the rules adopted pursuant to it;

- c. N.C. Gen. Stat. § 90-113.44(a)(7), for the commission of an act of malpractice, gross negligence, or incompetence while serving as a substance use disorder professional, intern, or registrant;
- d. N.C. Gen. Stat. § 90-113.44(a)(10), for entering into a dual relationship with Client X that impaired Respondent's professional judgment and increased the risk of exploitation of Client X;
- e. 21 NCAC 68 .0503(a), for Respondent failing to employ her knowledge, skill and proficiencies within her scope of practice;
- f. 21 NCAC 68 .0507(a), for Respondent failing to protect the safety and welfare of Client X;
- g. 21 NCAC 68 .0507(h), for Respondent delivering services to Client X in a setting that did not respect client confidentiality, namely, a restaurant;
- h. 21 NCAC 68 .0509(b), for Respondent failing to avoid a dual relationship with Client X that could impair professional judgment or increase the risk of exploitation of Client X;
- i. 21 NCAC 68 .0601(6)(a), for Respondent failing to follow the standards of skill and competence possessed and applied by professional peers credentialed in this State acting in the same or similar circumstances; and
- j. 21 NCAC 68 .0601 (6)(c), for Respondent using alcohol to the extent that professional competency is affected, in consuming alcoholic beverage(s) with Client X.

8. Respondent committed one or more of the violations described above. Pursuant to N.C. Gen. Stat. § 90-113.33(2), the Board has the authority to deny, suspend, or revoke Respondent's licensure, certification, or registration to practice in this State or reprimand or otherwise discipline Respondent's license, certificate, or registration in North Carolina. Respondent wishes to resolve this matter by voluntarily surrendering her license and the Board agrees to accept this resignation in lieu of further proceedings related to this matter.

BASED upon the foregoing Findings of Fact and Conclusions of Law, and in lieu of further proceedings, Respondent wishes to resolve this matter by consent and agrees that Board staff and counsel may discuss this Consent Order with the Board *ex parte* whether or not the Board accepts this Consent Order as written.

Whereas Respondent acknowledges that she read this entire document and understands it;

Whereas Respondent acknowledges that she enters into this Consent Order freely and voluntarily;

Whereas Respondent acknowledges that she had full and adequate opportunity to confer with legal counsel in connection with this matter;

Whereas Respondent understands that this Consent Order must be presented to the Board for approval; and

Whereas the Board has determined that the public interest is served by resolving this matter as set forth below.

THEREFORE, with the consent of Respondent, it is ORDERED that:

1. Respondent's registration as a Licensed Clinical Addictions Specialist Associate (LCAS-A No. 27245) from the North Carolina Addictions Specialist Professional Practice Board

is hereby suspended for a period of three (3) years. The suspension shall be active for one (1) year, beginning on February 1, 2024, when Respondent ceased all activity as an LCAS-A; the remaining two (2) years of the suspension shall be stayed, pursuant to the following conditions:

- a. Respondent shall submit documentation to the Board demonstrating successful completion of twenty-four (24) hours of continuing education, consisting of twelve (12) hours pertaining to the topic of Boundaries and twelve (12) hours pertaining to the topic of Ethics, on or before the expiration of the one (1) active year of the above-referenced three (3) year suspension;
- b. Prior to the beginning of the stayed portion of the suspension, Respondent shall hire a practice monitor approved in advance by the Board. During the stayed portion of the suspension, Respondent shall contract with the practice monitor, pay for the practice monitor's fees, and meet with the practice monitor regularly to discuss Respondent's treatment of her clients and her boundaries. The practice monitor shall make regular, substantive reports to the Board on Respondent's activities and progress and answer any of the Board's questions regarding the same;
- c. During the two (2) years of the stayed suspension, Respondent shall complete twelve (12) hours of continuing education each year, half of which shall be on the topic of Ethics, and half shall be on the topic of Boundaries, such hours being in addition to those required by the Board of every LCAS-A; and
- d. Respondent hereby forfeits all hours accrued prior to the execution of this Consent Order in relation to the requirements for full certification as a Licensed Clinical

Addictions Specialist (“LCAS”).

2. If Respondent fails to comply with these conditions or fails to submit proof of her satisfaction of these conditions to the Board, Respondent’s license shall be suspended, and the remaining period of the suspension shall be active.
3. The Board shall retain jurisdiction under Article 3A, Chapter 150B for all administrative hearings held in connection with or pursuant to this Consent Order. If the Board receives evidence that Respondent has violated any term of this Consent Order or any other law or rule enforced by the Board, the Board shall schedule a show cause hearing for a determination of the violations. If the Board determines that a violation has occurred, the Board may impose such disciplinary action as it determines is appropriate and is authorized by law.
4. This Consent Order shall take effect immediately upon its execution by the Board and Respondent and reflect the entire agreement between Respondent and the Board, there being no agreement of any kind, verbal or otherwise, which varies, alters, or modifies this Consent Order.
5. No modification or waiver of any provision of this Consent Order shall be effective unless it is in writing, adopted and approved by the Board, and signed by the parties affected.
6. Both the Board and Respondent participated in the drafting of this Consent Order. Any ambiguities herein shall not be construed against either party in any future civil or administrative proceeding.
7. Each party to this proceeding shall bear their own costs, and the Board shall bear its own costs of investigation.

8. Upon its execution by the Board and Respondent, this Consent Order shall become a public record within the meaning of Chapter 132 of the North Carolina General Statutes and shall be subject to public inspection and dissemination pursuant to the provisions thereof.

CONSENTED TO BY:

LINDSEY NORRIS



(Respondent Signature)

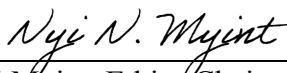
Date: 6/20/2024

(Respondent Signature Date)

By Order of the North Carolina Addictions Specialist Professional Practice Board, this the

25 day of June, 2024.

By:



Nyi Myint, Ethics Chair