

1 **BEFORE THE ARIZONA STATE BOARD OF BEHAVIORAL HEALTH EXAMINERS**

2 **In the Matter of:**

3 **Bridgette G. Glade, LAC-21074,**  
4 **Licensed Associate Counselor,**  
5 **In the State of Arizona.**

6 **RESPONDENT**

**CASE NO. 2022-0178**

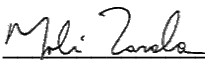
**RELEASE FROM  
CONSENT AGREEMENT AND ORDER**

7 The Board received a request from Respondent to release them from the terms and  
8 conditions of the Consent Agreement and Order dated June 14<sup>th</sup>, 2022. After consideration, the  
9 Board voted to release Respondent from the terms and conditions of the Consent Agreement  
10 and Order dated June 14<sup>th</sup>, 2022.

11 **ORDER**

12 **GOOD CAUSE APPEARING, IT IS THEREFORE ORDERED THAT:**

13 Respondent is hereby released from all terms and conditions of the Consent Agreement  
14 and Order dated June 14<sup>th</sup>, 2022.

15 By:  Aug 12, 2024  
16 TOBI ZAVALA, Executive Director Date  
17 Arizona Board of Behavioral Health Examiners

18 **ORIGINAL** of the foregoing filed Aug 12, 2024  
19 with:

20 Arizona Board of Behavioral Health Examiners  
21 1740 West Adams Street, Suite 3600  
22 Phoenix, AZ 85007

23 **EXECUTED COPY** of the foregoing sent electronically Aug 12, 2024  
24 to:

25 Bridgette G. Glade  
Address of Record  
Respondent

1 **BEFORE THE ARIZONA BOARD**  
2 **OF BEHAVIORAL HEALTH EXAMINERS**

3 **In the Matter of:**

4 **Bridgette G. Glade, LAC Applicant,**  
5 **Licensed Associate Counselor,**  
6 **In the State of Arizona.**

7 **RESPONDENT**

**CASE NO. 2022-0178**  
**CONSENT AGREEMENT**  
**FOR ISSUANCE OF LICENSE**

8 In the interest of a prompt and speedy settlement of the above captioned matter,  
9 consistent with the public interest, statutory requirements and responsibilities of the Arizona  
10 State Board of Behavioral Health Examiners ("Board"), and pursuant to A.R.S. §§ 32-3281(F)  
11 and 41-1092.07(F)(5), Bridgette G. Glade ("Respondent") and the Board enter into this Consent  
12 Agreement, Findings of Fact, Conclusions of Law and Order ("Consent Agreement") as a final  
13 disposition of this matter.

14 **RECITALS**

15 Respondent understands and agrees that:

16 1. Any record prepared in this matter, all investigative materials prepared or  
17 received by the Board concerning the allegations, and all related materials and exhibits may be  
18 retained in the Board's file pertaining to this matter.

19 2. Respondent has the right to a formal administrative hearing at which Respondent  
20 can present evidence and cross examine the State's witnesses. Respondent hereby irrevocably  
21 waives their right to such formal hearing concerning these allegations and irrevocably waives  
22 their right to any rehearing or judicial review relating to the allegations contained in this Consent  
23 Agreement.

24 3. Respondent has the right to consult with an attorney prior to entering into this  
25 Consent Agreement.

1           4.       Respondent acknowledges and agrees that upon signing this Consent  
2 Agreement and returning it to the Board's Executive Director, Respondent may not revoke their  
3 acceptance of this Consent Agreement or make any modifications to it. Any modification of this  
4 original document is ineffective and void unless mutually approved by the parties in writing.

5           5.       The findings contained in the Findings of Fact portion of this Consent Agreement  
6 are conclusive evidence of the facts stated herein between only Respondent and the Board for  
7 the final disposition of this matter and may be used for purposes of determining sanctions in any  
8 future disciplinary matter.

9           6.       This Consent Agreement is subject to the Board's approval, and will be effective  
10 only when the Board accepts it. In the event the Board in its discretion does not approve this  
11 Consent Agreement, this Consent Agreement is withdrawn and shall be of no evidentiary value,  
12 nor shall it be relied upon or introduced in any disciplinary action by any party hereto, except  
13 that Respondent agrees that should the Board reject this Consent Agreement and this case  
14 proceeds to hearing, Respondent shall assert no claim that the Board was prejudiced by its  
15 review and discussion of this document or of any records relating thereto.

16           7.       Respondent acknowledges and agrees that the acceptance of this Consent  
17 Agreement is solely to settle this Board matter and does not preclude the Board from instituting  
18 other proceedings as may be appropriate now or in the future. Furthermore, and  
19 notwithstanding any language in this Consent Agreement, this Consent Agreement does not  
20 preclude in any way any other state agency or officer or political subdivision of this state from  
21 instituting proceedings, investigating claims, or taking legal action as may be appropriate now or  
22 in the future relating to this matter or other matters concerning Respondent, including but not  
23 limited to violations of Arizona's Consumer Fraud Act. Respondent acknowledges that, other  
24 than with respect to the Board, this Consent Agreement makes no representations, implied or  
25 ...

1 otherwise, about the views or intended actions of any other state agency or officer or political  
2 subdivision of the state relating to this matter or other matters concerning Respondent.

3 8. Respondent understands that once the Board approves and signs this Consent  
4 Agreement, it is a public record that may be publicly disseminated as a formal action of the  
5 Board, and that it shall be reported as required by law to the National Practitioner Data Bank.

6 9. Respondent further understands that any violation of this Consent Agreement  
7 constitutes unprofessional conduct pursuant to A.R.S. § 32-3251(16)(n) and may result in  
8 disciplinary action pursuant to A.R.S. § 32-3281.

9 10. The Board therefore retains jurisdiction over Respondent and may initiate  
10 disciplinary action against Respondent if it determines that they have failed to comply with the  
11 terms of this Consent Agreement or of the practice act.

12 The Board issues the following Findings of Fact, Conclusions of Law and Order:

13 **FINDINGS OF FACT**

14 1. In 10/16, Respondent applied for her LAC with the Board and in 12/17 was  
15 granted her LAC license and placed on a Non-Disciplinary Consent Agreement for a 2015 DUI  
16 with a BAC of .129%.

17 2. In 07/19, Respondent voluntarily surrendered her LAC license after a full  
18 investigation regarding complaint 2019-0104.

19 3. In 09/19, Respondent's LPC application with the Board was denied for  
20 unprofessional conduct based on the investigation pertaining to complaint 2019-0104.

21 4. Both of these Board actions were due to Respondent's inappropriate romantic  
22 relationship with a former client.

23 5. In 10/20, Respondent applied for her LPC with the Board and indicated the  
24 following regarding yes answers to various background questions on the questionnaire:

25 ...

- 1 a. Respondent previously surrendered her license and was denied licensure by  
2 the Board for reasons known by the Board.
- 3 b. In 2014, Respondent began drinking alcohol to ease her feelings and after  
4 her divorce the drinking intensified.
- 5 c. Alcohol affected her judgment which resulted in making poor choices, but  
6 Respondent was in denial about her alcoholism.
- 7 d. Two years ago, Respondent's friends and family expressed concerns about  
8 her drinking and she began to attend AA but Respondent was not convinced  
9 she was an alcoholic.
- 10 e. In 04/20, Respondent participated in a women's residential treatment center  
11 in Texas.
- 12 f. Respondent had stayed sober for 6 months prior to going to The Fullbrook  
13 Center ("Fullbrook"), and took a hard look at the consequences due to her  
14 drinking.
- 15 g. Since returning from Fullbrook, Respondent has developed a routine, a  
16 higher power, completed the 12 Steps, and attended her own therapy.

17 6. In 05/21, Respondent agreed to switch her license application from LPC to LAC  
18 due to deficiencies with the supervised work experience.

19 7. A 05/03/21 letter from Respondent's sponsor ("Sponsor") indicated Respondent  
20 had made great progress over the last two years, attends 3 meetings weekly, started attending  
21 groups to address codependency, and has a strong foundation to move forward in her personal  
22 life.

23 8. On 05/11/21, Respondent was arrested for DUI after running into a parked  
24 vehicle and her blood draw results measured her BAC at .144%.

25 9. On 05/14/21, Respondent emailed Board staff the following:

- 1 a. Respondent relapsed this past Tuesday and her codependency got her.
- 2 b. Respondent needs time to figure out why and how to manage the stress of
- 3 residential treatment life.
- 4 c. Respondent wants to be honest, is quitting her current employment to take
- 5 time for herself, and asks to postpone her application at this time.

6 10. On 02/18/22, Respondent submitted a written statement to the Board which  
7 included the following:

- 8 a. From 05/21 – 08/21, Respondent attended individual and group therapy at
- 9 Compass Recovery Center (“Compass”) and received urinalysis screens
- 10 almost daily for personal accountability.
- 11 b. Respondent quit working to take time to care for herself.
- 12 c. Respondent attends AA meetings 5 times weekly and has a great sponsor
- 13 she can call any time.
- 14 d. Respondent made the poor choice to drink and drive.
- 15 e. Since 09/21, Respondent has been working as a therapist and is doing well
- 16 with self-care.
- 17 f. Respondent also manages the stress of raising two step-children that live
- 18 with her and her husband while there is a custody case going on.

19 11. In a 03/06/22 written statement to the Board, Respondent indicated the following:

- 20 a. In 05/21, Respondent drank one day and would have been sober two years in
- 21 05/22.
- 22 b. Respondent received individual therapy and started to take care of her
- 23 health.
- 24 c. Respondent has learned skills to maintain on her own, has a sponsor, and
- 25 attends AA meeting 5 times weekly.

1 d. Respondent has made sure to have no contact with past or future clients that  
2 would be a violation of ethics.

3 e. Respondent's recovery plan includes AA meetings 5 times a week, call  
4 Sponsor daily, work, hike, eat healthy, meditate with Insight Timer, uses  
5 supervisor at work for supervision, ride her motorcycle, Jeep, and pray to a  
6 Higher Power daily.

7 12. From 04/20 – 05/20, Respondent participated in inpatient services with Fullbrook  
8 and her discharge indicated the following:

9 a. Successful completion after Respondent completed a 30-day stay and was  
10 diligent in completing all 12 steps.

11 b. Respondent was recommended to remain in treatment longer but she wanted  
12 to get back home to her family and work.

13 c. Prognosis was fair due to full engagement in treatment and following the  
14 discharge plan but Respondent continues to struggle with emotional reactivity  
15 and codependency.

16 d. Respondent was fully engaged in her treatment and worked to meet her  
17 goals.

18 13. From 05/20 – 06/20, Respondent participated in outpatient services with  
19 Compass and her discharge indicated the following:

20 a. Respondent left involuntarily before completing treatment.

21 b. Respondent was initially highly engaged, however later chose to discontinue  
22 group therapy.

23 c. Respondent would benefit from ongoing individual therapy and will be  
24 discharged due to her expressed desire to find a therapist with more flexibility  
25 and availability.

1           14.    From 05/21 – 08/21, Respondent participated in outpatient services with  
2 Compass and her discharge indicated the following:

- 3           • Respondent met all of her goals and throughout treatment, she struggled with  
4 her relationship with her husband and was able to see most of her anxiety  
5 was situational anxiety as a result of that relationship.
- 6           • Respondent created healthy boundaries with her husband and stepchildren.
- 7           • The prognosis for Respondent was good as a result of her having a renewed  
8 center in her life and hope for the future.
- 9           • Respondent is aware of what to do in case of an emergency and is aware of  
10 community services.

11           15.    From 06/20 – 05/21, Respondent was employed at Granite Behavioral Health  
12 and her personnel records did not include any adverse or disciplinary action.

13           16.    From 09/21 – 05/22, Respondent was employed at Start Moving-on Counseling  
14 and Trauma Center and her personnel records did not include any adverse or disciplinary  
15 action.

16           17.    During an investigative interview, Respondent represented the following:

- 17           a. 05/12/22 will be one year of sobriety for Respondent.
- 18           b. Respondent relapse prevention plan includes ZOOM meetings 4-5 times a  
19 week, a couple other meetings in-person weekly, riding her motorcycle,  
20 driving her Jeep, step work with Sponsor almost daily, and reaching out to  
21 people.
- 22           c. Previously Respondent started drinking to get along with her ex-husband and  
23 became an alcoholic.
- 24           d. Sponsor has been Respondent's sponsor for almost 3 years but Applicant did  
25 not realize she had a problem the first year.



- 1 e. Respondent used to not be able to relate to AA and did not think she had a  
2 problem years ago, but now she believes AA meetings are amazing.
- 3 f. Respondent realized it was not how much you drank but about the  
4 consequences of your drinking.
- 5 g. Respondent is now very careful who she sees as a client and sets  
6 boundaries with clients so no boundaries issues ever occur again.
- 7 h. Respondent is aware the previous revocation of her license was because of  
8 something she should not have done.
- 9 i. Respondent's unprocessed trauma and substance use had an effect on her  
10 decision making back then.
- 11 j. Respondent brought God into her life which has helped her maintain sobriety.

#### 12 **CONCLUSIONS OF LAW**

13 1. The Board has jurisdiction over Respondent pursuant to A.R.S. § 32-3251 *et seq.*  
14 and the rules promulgated by the Board relating to Respondent's professional practice as a  
15 licensed behavioral health professional.

16 2. The conduct and circumstances described in the Findings of Fact constitute a  
17 violation of A.R.S. § 32-3251(16)(l), engaging in any conduct, practice or condition that impairs  
18 the ability of the licensee to safely and competently practice the licensee's profession.

#### 19 **ORDER**

20 Based upon the foregoing Findings of Fact and Conclusions of Law, the parties agree to  
21 the provisions and penalties imposed as follows:

#### 22 **Stayed Suspension**

23 1. As of the effective date of this Consent Agreement, Respondent's license shall  
24 be **SUSPENDED**. However, the suspension shall be stayed and Respondent's license shall be  
25 placed on probation.

1           2.     During the stayed suspension portion of the Order, if Respondent is  
2 noncompliant with the terms of the Order in any way, the stay of the suspension shall be lifted  
3 and Respondent's license shall be automatically suspended as set forth above.

4           3.     If Respondent contests the lifting of the stay as it relates to this paragraph,  
5 Respondent shall request in writing, within 10 days of being notified of the automatic  
6 suspension of licensure, that the matter be placed on the Board agenda for the Board to review  
7 and determine if the automatic suspension of Respondent's license was supported by clear and  
8 convincing evidence.

9           4.     If the written request is received within 10 days of a regularly scheduled Board  
10 meeting, the request will not be heard at that meeting, but will be heard at the next regularly  
11 scheduled Board meeting.

12           5.     Pending the Board's review, Respondent's license shall be reported as  
13 suspended - under review. Respondent may not work in any capacity as a licensed behavioral  
14 health professional pending the Board's review. The Board's decision and Order shall not be  
15 subject to further review.

16           6.     Respondent's application to be a licensed associate counselor is approved.

17           7.     The license issued to Respondent pursuant to paragraph 1 will be immediately  
18 placed on probation for 24 months.

19           8.     Respondent shall not practice under their license unless they are fully compliant  
20 with all terms and conditions in this Consent Agreement. If, for any reason, Respondent is  
21 unable to comply with the terms and conditions of this Consent Agreement, they shall  
22 immediately notify the Board in writing and shall not practice under their license until they  
23 submit a written request to the Board to re-commence compliance with this Consent  
24 Agreement. All such requests shall be pre-approved by the Board Chair or designee.

25 ...

1 9. In the event that Respondent is unable to comply with the terms and conditions  
2 of this Consent Agreement, all remaining time frames shall be tolled and remain tolled until  
3 such time as they are granted approval to re-commence compliance with the Consent  
4 Agreement.

5 **Continuing Education**

6 10. In addition to the continuing education requirements of A.R.S. § 32-3273, within  
7 12 months of the effective date of this Consent Agreement, Respondent shall take and pass a  
8 three semester credit hour graduate level behavioral health ethics course from a regionally  
9 accredited college or university, pre-approved by the Board Chair or designee. Upon  
10 completion, Respondent shall submit to the Board an official transcript establishing completion  
11 of the required course.

12 **Clinical Supervision**

13 11. While on probation, Respondent shall submit to clinical supervision for 24 months  
14 by a masters or higher level behavioral health professional licensed by the Arizona Board of  
15 Behavioral Health Examiners at the independent level. Within 30 days of the date of this  
16 Consent Agreement, Respondent shall submit the name of a clinical supervisor for pre-approval  
17 by the Board Chair or designee. Also within 30 days of the date of this Consent Agreement, the  
18 clinical supervisor shall submit a letter disclosing their prior relationship to Respondent. In that  
19 letter, the clinical supervisor must address why they should be approved, acknowledge that they  
20 have reviewed the Consent Agreement and include the results of an initial assessment and a  
21 supervision plan regarding the proposed supervision of Respondent. The letter from the  
22 supervisor shall be submitted to the Board.

23 ...

24 ...

25 ...

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

**Focus and Frequency of Clinical Supervision**

12. The focus of the supervision shall relate to boundaries, self-care related to triggers and trauma, substance use, and Arizona statutes and rules. Respondent shall meet individually in person with the supervisor for a minimum of one hour weekly if working fulltime.

**Reports**

13. Once approved, the supervisor shall submit quarterly reports for review and approval by the Board Chair or designee. The quarterly reports shall include issues presented in this Consent Agreement that need to be reported and the supervisor shall notify the Board if more frequent supervision is needed. Quarterly reports shall include the following:

- a. Dates of each clinical supervision session.
- b. A comprehensive description of issues discussed during supervision sessions.

14. All quarterly supervision reports shall include a copy of clinical supervision documentation maintained for that quarter. All clinical supervision documentation maintained by the supervisor shall comply with requirements set forth in A.A.C. R4-6-212(C).

15. After Respondent's probationary period, the supervisor shall submit a final summary report for review and approval by the Board Chair or designee. The final report shall also contain a recommendation as to whether the Respondent should be released from this Consent Agreement.

**Change of Clinical Supervisor During Probation**

16. If, during the period of Respondent's probation, the clinical supervisor determines that they cannot continue as the clinical supervisor, they shall notify the Board within 10 days of the end of supervision and provide the Board with an interim final report. Respondent shall

...

1 advise the Board Chair or designee within 30 days of cessation of clinical supervision by the  
2 approved clinical supervisor and provide the name of a new proposed clinical supervisor. The  
3 proposed clinical supervisor shall provide the same documentation to the Board as was required  
4 of the initial clinical supervisor.

5 **Recovery Program**

6 17. While on probation, Respondent shall attend recovery support meetings at a  
7 minimum of three times per week. Respondent shall obtain a sponsor, mentor, or group leader  
8 and that individual shall provide quarterly reports to the Board Chair or designee attesting to  
9 Respondent's attendance and participation.

10 **Biological Fluid Testing**

11 18. Within 10 days of the effective date of this Order, Respondent shall enroll in a  
12 program that meets Board criteria for observed random biological fluid testing. The chemicals  
13 tested shall be determined by the Board Chair or designee. Random testing shall be done at a  
14 minimum of twice monthly for the first 12 months and then once monthly after the first 12  
15 months, and may be required more frequently as requested by the Board or its designee.  
16 Respondent shall direct the Board-approved testing laboratory to provide a copy of each test  
17 result to the Board. Respondent shall direct the Board-approved testing laboratory to advise the  
18 Board or its designee within 7 days regarding any issue of noncompliance by Respondent.  
19 Respondent shall notify the biological fluid testing laboratory and the Board, in writing, of  
20 unavailability to test prior to an anticipated absence or if unable to provide a sample due to  
21 illness. Respondent must submit in writing within 7 days of the missed specimen,  
22 documentation from a treating physician who has personally evaluated Respondent on the day  
23 of the requested screen that Respondent was not physically able to report to the laboratory for  
24 biological fluid testing.

25 ...

1           **Failure to show for a random biological fluid test or failure to provide a random**  
2 **biological fluid sample on a day when a sample is requested by the Board, its designee**  
3 **or the laboratory will be considered an admission of a positive urine screening.** The  
4 following situations will also constitute **an admission of a positive urine screen**: submission of  
5 a specimen where the integrity has been compromised as indicated by the presence of  
6 adulterants, with determination made by laboratory personnel; submission of a sample that is  
7 below acceptable volume or temperature to be tested; failure to provide written advance notice  
8 of anticipated absence; and failure to provide written verification of illness from a physician  
9 within 7 days of the missed specimen.

10           **Failure to show for the random biological fluid test, failure to provide a random**  
11 **biological fluid sample** or a positive drug screen showing evidence of any drug other than an  
12 authorized medication **will constitute a violation of this Order. A violation of this Order for**  
13 **those reasons will be deemed to be a threat to the public's health, safety and welfare.**  
14 **The Board may then summarily suspend Respondent's license and may impose**  
15 **disciplinary action including but not limited to suspension or revocation of Respondent's**  
16 **license, after notice and opportunity for a hearing. The issue at such hearing will be**  
17 **limited to whether Respondent violated this Order by failing to show for a random**  
18 **biological fluid test, failing to provide a random biological fluid sample or for having**  
19 **tested positive for any drug other than an authorized medication.**

20           19. Respondent shall abstain completely from the personal use of the following  
21 substances: opiates, foodstuffs containing poppy seeds, foodstuffs containing hemp products,  
22 and herbal or health preparations containing derivatives of controlled substances. Respondent  
23 is fully responsible for any and all ingested materials and their contents.

24 ...

25 ...

1           20.    Respondent shall abstain completely from the personal use of alcohol or  
2 controlled substances or possession of controlled substances, as defined in the State Controlled  
3 Substances Act and Dangerous Drugs and Narcotics as defined by law or any drugs requiring a  
4 prescription. Respondent shall abstain from the use of alcohol and all over-the-counter  
5 medications except plain aspirin, acetaminophen, or ibuprofen.

6           21.    Orders prohibiting Respondent from personal use or possession of controlled  
7 substances, dangerous drugs, narcotics, or medications do not apply to medications lawfully  
8 prescribed to Respondent for a bona fide illness or condition by a medical care provider. During  
9 the duration of this Consent Agreement, Respondent shall select one (1) medical care provider  
10 to coordinate their health care needs and to be aware of all prescriptions utilized by  
11 Respondent. Respondent shall immediately submit to that provider a copy of this Consent  
12 Agreement and shall execute all release of information forms as required by the Board or its  
13 designee. The medical care provider shall, within 14 days of the effective date of this Consent  
14 Agreement, inform the Board, in writing, of knowledge of Respondent's Consent Agreement and  
15 provide a list of medications prescribed for Respondent. During the duration of this Consent  
16 Agreement, Respondent shall cause all providers to notify the Board of any additional  
17 medications ordered by the provider. The notification shall be made in writing within 7 days of  
18 the provider's issuance of the prescription.

19           22.    If Respondent has a lawful prescription for a narcotic or mood-altering drug,  
20 Respondent shall cause their prescribing provider to submit monthly reports to the Board by the  
21 30<sup>th</sup> day of each month regarding the continued need for the prescribed narcotic or mood-  
22 altering medications. The Board or its designee may, at any time, request the provider to  
23 document the continued need for prescribed medications. Respondent shall keep a written  
24 record of medications taken, including over the counter drugs, and produce such record upon  
25 request by the Board or its designee.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

**GENERAL PROVISIONS**

**Provision of Clinical Supervision**

23. Respondent shall not provide clinical supervision while subject to this Consent Agreement.

**Civil Penalty**

24. Subject to the provisions set forth in paragraph 25, the Board imposes a civil penalty against the Respondent in the amount of \$1,000.00.

25. Respondent's payment of the civil penalty shall be stayed so long as Respondent remains compliant with the terms of this Consent Agreement. If Board staff determines that Respondent is noncompliant with the terms of this Consent Agreement in any respect, with the exception of the tolling provision under paragraph 9, the stay of the civil penalty payment shall be automatically lifted and payment of the civil penalty shall be made by certified check or money order payable to the Board within 30 days after being notified in writing of the lifting of the stay.

26. Within 10 days of being notified of the lifting of the stay, Respondent may request that the matter be reviewed by the Board for the limited purpose of determining whether the automatic lifting of the stay was supported by clear and convincing evidence. If the Board receives the written request within 10 days or less of the next regularly scheduled Board meeting, the request will not be heard at that meeting, but will be heard at the next regularly scheduled Board meeting. The Board's decision on this matter shall not be subject to further review.

27. The Board reserves the right to take further disciplinary action against Respondent for noncompliance with this Consent Agreement after affording Respondent notice and an opportunity to be heard. If a complaint is filed against Respondent for failure to comply ...



1 with this Consent Agreement, the Board shall have continuing jurisdiction until the matter is final  
2 and the period of probation shall be extended until the matter is final.

3 28. If Respondent currently sees clients in their own private practice, and obtains any  
4 other type of behavioral health position, either as an employee or independent contractor, where  
5 they provide behavioral health services to clients of another individual or agency, they shall  
6 comply with requirements set forth in paragraphs 29 through 31 below.

7 29. Within 10 days of the effective date of this Order, if Respondent is working in a  
8 position where Respondent provides any type of behavioral health related services or works in a  
9 setting where any type of behavioral health, health care, or social services are provided,  
10 Respondent shall provide the Board Chair or designee with a signed statement from  
11 Respondent's employer(s) confirming Respondent provided the employer(s) with a copy of this  
12 Consent Agreement. If Respondent does not provide the employer's statement to the Board  
13 within 10 days of the effective date, the Board will provide Respondent's employer(s) with a  
14 copy of the Consent Agreement.

15 30. If Respondent is not employed as of the effective date of this Order, within 10  
16 days of accepting employment in a position where Respondent provides any type of behavioral  
17 health related services or in a setting where any type of behavioral health, health care, or social  
18 services are provided, Respondent shall provide the Board Chair or designee with a written  
19 statement providing the contact information of their new employer and a signed statement from  
20 Respondent's new employer confirming Respondent provided the employer with a copy of this  
21 Consent Agreement. If Respondent does not provide the employer's statement to the Board  
22 within 10 days, as required, Respondent's failure to provide the required statement to the Board  
23 shall be deemed a violation of A.R.S. § 32-3251(16)(n) and the Board will provide Respondent's  
24 employer(s) with a copy of the Consent Agreement.

25 ...

1           31. If, during the period of Respondent's probation, Respondent changes  
2 employment, resigns, is involuntarily terminated, resigns in lieu of termination, or goes on  
3 extended leave of absence for whatever reason that may impact their ability to timely comply  
4 with the terms of probation, Respondent shall, within 10 days of the aforementioned acts, inform  
5 the Board of their change of employment status. After the change and within 10 days of  
6 accepting employment in a position where Respondent provides any type of behavioral health  
7 related services or in a setting where any type of behavioral health, health care, or social  
8 services are provided, Respondent shall provide the Board Chair or designee a written  
9 statement providing the contact information of their new employer(s) and a signed statement  
10 from Respondent's new employer(s) confirming Respondent provided the employer(s) with a  
11 copy of this Consent Agreement. If Respondent does not provide the employer's statement to  
12 the Board within 10 days, as required, Respondent's failure to provide the required statement to  
13 the Board shall be deemed a violation of A.R.S. § 32-3251(16)(n) and the Board will provide  
14 Respondent's employer(s) with a copy of the Consent Agreement.

15           32. Respondent shall practice behavioral health using the name under which they  
16 are licensed. If Respondent changes their name, they shall advise the Board of the name  
17 change as prescribed under the Board's regulations and rules.

18           33. Prior to the release of Respondent from probation, Respondent must submit a  
19 written request to the Board for release from the terms of this Consent Agreement at least 30  
20 days prior to the date they would like to have this matter appear before the Board. Respondent  
21 may appear before the Board, either in person or telephonically. Respondent must provide  
22 evidence that they have successfully satisfied all terms and conditions in this Consent  
23 Agreement. The Board has the sole discretion to determine whether all terms and conditions of  
24 this Consent Agreement have been met and whether Respondent has adequately demonstrated

25 ...

1 that they have addressed the issues contained in this Consent Agreement. In the event that the  
2 Board determines that any or all terms and conditions of this Consent Agreement have not been  
3 met, the Board may conduct such further proceedings as it determines are appropriate to  
4 address those matters.

5 34. Respondent shall bear all costs relating to probation terms required in this  
6 Consent Agreement.

7 35. Respondent shall be responsible for ensuring that all documentation required in  
8 this Consent Agreement is provided to the Board in a timely manner.

9 36. This Consent Agreement shall be effective on the date of entry below.

10 37. This Consent Agreement is conclusive evidence of the matters described herein  
11 and may be considered by the Board in determining appropriate sanctions in the event a  
12 subsequent violation occurs.

13  
14 **PROFESSIONAL ACCEPTS, SIGNS AND DATES THIS CONSENT AGREEMENT**

15 *Bridgette Glade*

16 Bridgette Glade (Jun 14, 2022 13:56 PDT)

17 Bridgette G. Glade

18 Jun 14, 2022

19 Date

20  
21 **BOARD ACCEPTS, SIGNS AND DATES THIS CONSENT AGREEMENT**

22 By:

23 *Tobi Zavala*

24 TOBI ZAVALA, Executive Director  
25 Arizona Board of Behavioral Health Examiners

26 Jun 14, 2022

27 Date

28 **ORIGINAL** of the foregoing filed  
29 with:

30 Jun 14, 2022

31 Arizona Board of Behavioral Health Examiners  
32 1740 West Adams Street, Suite 3600  
33 Phoenix, AZ 85007

34 ...

Jun 14, 2022

1 **EXECUTED COPY** of the foregoing sent electronically  
to:

2  
3 Mona Baskin  
4 Assistant Attorney General  
5 2005 North Central Avenue  
6 Phoenix, AZ 85004

7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
Bridgette G. Glade  
Address of Record  
Respondent