

**LOUISIANA STATE BOARD OF  
SOCIAL WORK EXAMINERS (LABSWE)**

**IN THE MATTER OF  
TIFFANY THORNE MAYO  
LICENSE No. 5081**

**LABSWE COMPLAINT  
NUMBER 2008-195**

**CONSENT AGREEMENT AND ORDER**

**WHEREAS**, Tiffany Thorne Mayo is a credentialed social worker subject to the jurisdiction and rules and regulations of the Louisiana State Board of Social Work Examiners (the Board); and

**WHEREAS**, pursuant to a complaint and administrative investigation, the social worker, Tiffany Thorne Mayo, has indicated her desire to resolve this matter through a Consent Agreement and Order as provided for in Rule No. 907 of the Board's Rules, Standards and Procedures and LA R.S. 49:955 D of the Louisiana Administrative Procedure Act; and

**WHEREAS**, the social worker, Tiffany Thorne Mayo, has admitted the following:

1. Ms. Mayo is and at all times pertinent to the facts and matters alleged herein, a Licensed Clinical Social Worker (LCSW) credentialed by the Board to engage in the practice of social work in the State of Louisiana pursuant to the Louisiana Social Work Practice Act, LA R.S. 37:2701 et seq., as evidenced by License No. 5081.

2. At all times pertinent hereto, prior to her termination of employment, Ms. Mayo was actively engaged in the practice of social work as a substance abuse counselor.
3. That during the time period from February 12, 2007 through February 26, 2008, Ms. Mayo worked at Florida Parishes Human Services Authority, Addictive Disorders Services, Washington Parish Addictive Disorders Clinic (Agency) and conducted individual and group clinical services.
4. That the identified client was a client of Washington Parish Addictive Disorders Clinic May 3, 2007 through February 26, 2008.
5. That Ms. Mayo conducted the client's intake interview May 3, 2007 and provided individual supportive clinical services to the identified client 1-2 times per week October-November 2007.
6. That, per Ms. Mayo's request, the client was transferred to the other agency counselor for supportive counseling early December 2007.
7. That Ms. Mayo admitted to Craig Meier, complaint investigation officer for the Board, and further admits to this Board that she drove the identified client from her home to her church, and/or met the client at her church 2-3 times December 14, 2007 – January 15, 2008.
8. That Ms. Mayo admits that, while employed at the Agency, she and the client went to a pizza restaurant after a church service and she paid for the meals.
9. That Ms. Mayo admits she drove the client from her church to The Guitar Center, Harahan, LA, in January 2008 in order for her to look at guitars.

10. That Ms. Mayo admits she, while employed by the Agency, drove to the client's home to obtain directions to a Narcotics Anonymous (NA) meeting in Franklinton, LA.
11. That Ms. Mayo admits to approximately ten (10) contacts with the identified client in March 2008, including the client being at her home 3-4 times, their attending her church twice, their eating at three Covington area restaurants with Ms. Mayo paying for some of the events, and going to two stores in the Covington area. Ms. Mayo admits to driving the client to some of these events.
12. That Ms. Mayo admits the Court remanded the identified client to Concordia Parish Correctional Center, Rehabilitation Department, on or about May 3, 2008 for failing to abide by his conditions of parole.
13. That Ms. Mayo admits she has received counseling the past four (4) years and experienced a major life loss June 2007.

**WHEREAS,** by driving the identified client to her church and/or meeting him at her church, paying for the client's meal(s), driving the client to The Guitar Center, and going to the client's home while both parties were affiliated with the Agency, Ms. Mayo has violated her professional and ethical duty as set out in Louisiana Social Work Practice Act LA R.S. 37:2717 A(7) by practicing in a manner potentially detrimental to a client.

**WHEREAS,** by driving the identified client to her church and/or meeting him at her church, eating with the client at a restaurant, driving the client to The

Guitar Center, and driving to the client's home while both parties were affiliated with the Agency, Ms. Mayo has violated her professional and ethical duty that a social worker shall not encourage planned social meetings or contacts between the social worker and the client as set out in Rule 113 A (5) of the Rules, Standards and Procedures for Louisiana social workers, which action does constitute unethical conduct and pursuant to Rule 105 is a violation of LA R.S.37:2717 A(5) of the Louisiana Social Work Practice Act.

**WHEREAS**, by driving the identified client to her church and/or meeting him at her church, eating with the client at a restaurant, driving the client to The Guitar Center, and driving to the client's home while both parties were affiliated with the Agency, Ms. Mayo has violated her professional and ethical duty that a social worker shall not engage in a personal relationship with a clinical/therapeutic client as set out in Rule 113 B (1) of the Rules, Standards and Procedures for Louisiana social workers, which action does constitute unethical conduct and pursuant to Rule 105 is a violation of LA R.S.37:2717 A(5) of the Louisiana Social Work Practice Act.

**WHEREAS** by paying for the client's meals, Ms. Mayo has violated her professional and ethical duty that a social worker shall not give or exchange inappropriate gifts...between the social worker and the client..., as set out in Rule 113 A (7) of the Rules, Standards and Procedures for Louisiana social workers, which failure does constitute unethical conduct and pursuant to Rule 105 is a violation of LA R.S.37:2717 A(5) of the Louisiana Social Work Practice Act.

**WHEREAS** by going to restaurants, paying for restaurant meals, attending church with a former client, and inviting a former client to her home in March 2008, Ms. Mayo has violated her professional and ethical duty that a social worker shall safeguard the best interests of the former clinical/therapeutic client, as set out in Rule 113 B (2) of the Rules, Standards and Procedures for Louisiana social workers, which failure does constitute unethical conduct and pursuant to Rule 105 is a violation of LA R.S.37:2717 A(5) of the Louisiana Social Work Practice Act.

**WHEREAS**, the credentialed social worker has indicated her desire to resolve this matter through this Consent Agreement and Order; and

**WHEREAS** the undersigned Attorney handling the prosecution of this Complaint has conducted an interview with the respondent who has indicated her desire to resolve this matter through this Consent Agreement and Order;

**IT IS HEREBY ORDERED** that in consideration of the foregoing and pursuant to the authority vested in the Board by LA R.S. 49:955 D, the Board orders and Tiffany Thorne Mayo accepts the following administrative action which is a final decision pursuant to the LA R.S. 49:958:

1. That Ms. Mayo shall be evaluated by the Board's IPP within one (1) month after all parties sign this Agreement and follow all recommendations of the evaluator in a timely manner.

2. That Ms. Mayo shall complete a total of ten (10) hours of continuing education on the subjects of dual relationships and ethics within one (1) year from the date that all parties sign this Consent Agreement and Order. This continuing education is to be pre-approved by the Board and shall be in addition to the annual twenty (20) hours of continuing education required to maintain her LCSW. Ms. Mayo shall provide the Board with evidence of attendance within one (1) year from the date that all parties sign this Consent Agreement and Order.
3. That Ms. Mayo shall successfully complete the Board's open-book examination within ninety (90) days of all parties signing this Agreement. Ms. Mayo shall assume the cost of taking the open-book examination.
4. That Ms. Mayo shall receive one hour of monthly supervision, at her expense, for one (1) year, from the date all parties sign this Consent Agreement and Order, or from the time she becomes employed as a Social Worker, whichever is the latter, from a supervisor approved by the Board. The supervisor shall submit quarterly progress reports to the Board by the 15<sup>th</sup> of the month following the end of the quarter. Ms. Mayo shall submit to the Board the name of the potential supervisor and his/her resume within fifteen (15) days of all parties signing this Agreement or from the time she becomes employed as a Social Worker, whichever is the latter. The potential supervisor shall submit a letter to the Board stating his/her acceptance of the provision of said supervision and stating

he/she is not, or previously has not been, professionally or personally, affiliated with Ms. Mayo prior to this request for supervision.

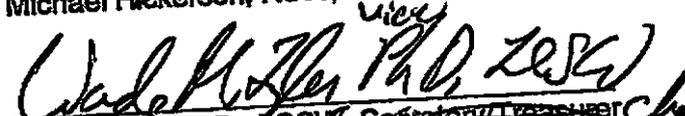
5. Ms. Mayo shall pay the costs of the investigation in the amount of one thousand six hundred nine and 04/100 dollars (\$1,609.04) on or before ninety (90) days after the date that all parties sign this Consent Agreement and Order.
6. Ms. Mayo specifically acknowledges that failure to comply with the terms of this Consent Agreement and Order may result in a suspension or revocation of her LCSW. The admissions contained herein, will be considered proven and the only issue will be failure to follow the terms of this Consent Agreement and Order.
7. By agreeing to the terms of this Consent Agreement and Order, Ms. Mayo waives all rights to appeal this adjudication.

**THIS CONSENT AGREEMENT AND ORDER** is a matter of public record for violation of the above referenced sections of the Louisiana Social Work Practice Act and the Rules, Standards and Procedures. The terms of this Consent Agreement and Order may be published and reported, including but not limited to, the LABSWE Newsletter.

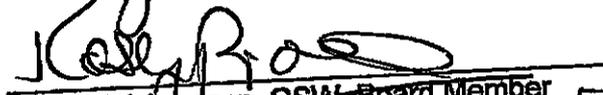
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IN WITNESS THEREOF, the Louisiana State Board of Social Work  
Examiners has entered into this Consent Agreement and Order and executed  
same at Baton Rouge, Louisiana on this the 25<sup>th</sup> day of  
July, 2008.

  
Michael Hickerson, RSW, Interim Chair

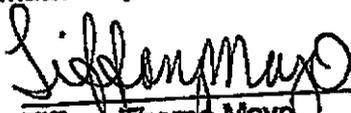
  
Wade Tyler, PhD, LCSW, Secretary/Treasurer *Chairperson*

  
Jacqueline R. Shellington, LCSW, Board Member

  
Roslyn Richardson, GSW, Board Member *Secretary/Treasurer*

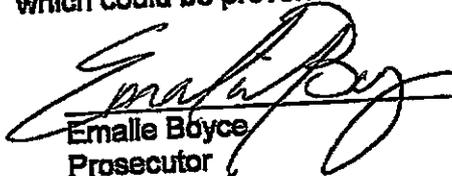
  
Lola C. Coleman, LCSW, Board Member

I, Tiffany Thorne Mayo, LCSW, make these acknowledgments and waivers in support of a final disposition of the pending investigation of Complaint #2008-195 by Consent Agreement and Order (Order) pursuant to LA. R.S. §49:955 D, in lieu of the institution and prosecution of formal administrative proceedings, and accordingly consent to the entirety of the Order set forth hereinbefore and further waive any right to which I may be entitled under the Louisiana Administrative Procedure Act or any other law to contest, in any court, my agreement to this Order. By my subscription hereto, I also hereby authorize Roslyn Richardson, designated by the Board with respect hereto, as well as the legal counsel assisting her, to present this Order to the Board for its consideration and to fully disclose to and discuss with the Board the nature and results of the investigation of this matter. I herein waive any objection to such disclosure based on due process of law under either the State or Federal Constitution or under State statutory law, including LA.R.S. §49:960. I expressly acknowledge that the disclosure of such information to the Board by Roslyn Richardson or her legal counsel shall be without prejudice to the Assistant Attorney General's authority to file a formal Administrative Complaint, or the Board's capacity to adjudicate such Administrative Complaint, should the Board decline to approve this Consent Agreement and Order. I further acknowledge my awareness that should the Board approve this Consent Agreement and Order that the Order will become a matter of public record.

  
Tiffany Thorne Mayo

6/25/2008  
Date

I, Emalle Boyce, Prosecutor, do hereby acknowledge negotiation and preparation of this Consent Agreement and Order in order to resolve, with prejudice, all matters for which the social worker, Tiffany Thorne Mayo, could be charged under Complaint No. 2008-195; and further certify that this Consent Agreement and Order is consistent with the evidence, adequately addresses the complaint and represents a true and correct statement of that which could be proven at a hearing of this matter.

  
Emalle Boyce  
Prosecutor

6-25-08  
Date