

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

IN THE MATTER OF

LABSWE COMPLAINT

MICHELE MARIE GUIDRY

NUMBER 2009-82

CREDENTIAL No. 8431

CONSENT AGREEMENT AND ORDER

WHEREAS, Michele Guidry 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, Michele Guidry, 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, Michele Guidry, has admitted the following:

1. Ms. Guidry is and at all times pertinent to the facts and matters alleged herein, a Graduate Social Worker (GSW) 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. 8431.
2. At all times pertinent hereto, Ms. Guidry was actively engaged in the practice of social work as a social worker and/or substance abuse counselor.

3. That during the time period from November 1, 2006 through March 25, 2009, Ms. Guidry worked at Bridge House, Peoples' Health Network, St. Bernard Health Center, Oceans Behavioral Hospital, Southern Quality Home Health, Life Care Psychiatric Services and conducted substance abuse counseling, in-patient social work, medical social work, in-patient social work, home health social work and partial hospitalization social work, respectively.
4. That Ms. Guidry admitted to Craig Meier and Gloria Meier, complaint investigation officers for the Board, and further admits to this Board that she has a problem with alcohol.
5. That Ms. Guidry admitted she has major mental health disorders.
6. That Ms. Guidry was ordered to admit herself into a ninety (90) day rehabilitation program by a New Orleans judge.
7. That Ms. Guidry admitted herself into St. Charles Hospital's psychiatric unit (03/24/09 – 04/02/09), the Women's Addictive Disorders Unit at Southeast Louisiana Hospital (Mandeville) (04/09/09 – 04/29/09), and Southern Oaks Addiction Recovery (Monroe) (05/14/09 – 05/25/09).
8. That since November 1, 2006, Ms. Guidry has been sporadically employed at various agencies/employers, for periods of time ranging from two weeks to eleven months.
9. That, according to previous employers, Ms. Guidry was terminated from one, or more, jobs due to difficulty completing tasks, poor communication

skills, insubordination, being overly emotional, poor quality work and/or poor attendance.

10. That Ms. Guidry's work history has exhibited the following deficiencies: lack of client follow-up, lack of client assessments, lack of appropriate communication with client(s), not attending work without informing staff, not knowing identified discharge plans and/or identifying incorrect discharge plans, and/or reporting she was at identified meeting(s)/ location(s) when she was not at the identified meeting(s)/ location(s).

11. That Ms. Guidry worked at St. Bernard Health Center August 25, 2008 – October 8, 2008 as a "contract employee" following policy(ies) and procedure(s) "specific for a social worker, conducting evaluations, performing patient and family assessments, completing family and home dynamic analysis, and acting as an information and referral source". At the time of starting employment, and after talking with Human Resources, Ms. Guidry thought she was being hired as a W-2 employee. She reportedly did not know she was a contract employee until she received her first check, approximately one month after initiating professional services.

WHEREAS, by practicing Social Work in an impaired state, Ms. Guidry has violated her professional and ethical duty as set out in Louisiana Social Work Practice Act LA R.S. 37:2717 A(2), which prohibits using drugs or intoxicating beverages to an extent which affects a social worker's professional competence and LA R.S. 37:2717 A(7), which prohibits practicing in a manner detrimental or

potentially detrimental to the client by act or omission, which act or omission is either the result of deliberate or intentional conduct or negligent conduct.

WHEREAS, by practicing Social Work in an impaired state, Ms. Guidry has violated her professional and ethical duty to not practice while impaired by medication, alcohol, drugs, or other chemicals and to not practice under a mental or physical condition that impairs the ability to safely practice, obligations set forth in Rule 117(A) 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 practicing Social Work as a "contract employee" while holding a Graduate Social Work (GSW) credential, Ms. Guidry has violated her professional and ethical duty as set out in Louisiana Social Work Practice Act LA R.S. 37:2707 C which states Graduate Social Workers may only work as an employee in an agency setting.

WHEREAS, by practicing Social Work as a "contract employee" while holding a Graduate Social work (GSW) credential, Ms. Guidry has violated her professional and ethical duty by providing services beyond the boundaries of her credential, obligations set forth in Rule 109(A)(1) and 109(C) 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, the credentialed social worker has indicated her desire to resolve this matter through this Consent Agreement and Order;

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; and;

WHEREAS, the credentialed social worker agrees not to repeat the misconduct mentioned in this Consent Agreement and Order, and acknowledges such repeated misconduct will be considered a violation of the terms of 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 Michele Guidry accepts the following administrative action which is a final decision pursuant to the LA R.S. 49:958:

1. That Ms. Guidry shall be evaluated by the Louisiana State Board of Social Work Examiners' Impaired Professional Program (IPP), at her expense, within sixty (60) days from the date all parties sign this Consent Agreement and Order, and follow all recommendations of the designated IPP evaluator.
2. That Ms. Guidry's Graduate Social Work certification shall be suspended until the IPP evaluator recommends, and the Board approves, lifting the suspension.
3. That Ms. Guidry shall not resume the practice of social work until such time as the suspended status is lifted from her credential.

4. That Ms. Guidry shall be on probation after the suspension is lifted, for a period of at least two (2) years and until such time as she successfully completes supervision as required by this Consent Agreement and Order.
5. That Ms. Guidry, shall receive one hour of monthly supervision, at her expense, for two (2) years, starting from the date she resumes practicing social work. The supervisor shall submit quarterly progress reports to the Board by the 15th of the month following the end of the quarter. Ms. Guidry shall submit to the Board for approval the name of the potential supervisor and his/her resume prior to returning to the practice of social work. 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 Michele Guidry prior to this request for supervision. The supervision required by this Consent Agreement and Order may not be counted towards receiving her Licensed Clinical Social Work (LCSW) credential.
6. That Ms. Guidry shall pay the investigative and legal expenses of the investigation in the amount of one thousand seven hundred sixty-one and 36/100 dollars (\$1,761.36) within two (2) years after the date that all parties sign this Consent Agreement and Order. The payments shall be made on a quarterly basis. There shall be no pre-payment penalty.
7. That Ms. Guidry specifically acknowledges that failure to comply with the terms of this Consent Agreement and Order may result in a suspension or revocation of her social work credential. 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.

8. By agreeing to the terms of this Consent Agreement and Order, Ms. Guidry waives all rights to appeal this adjudication.

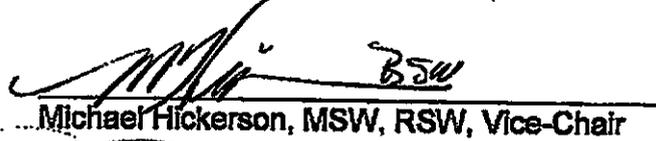
THIS CONSENT AGREEMENT AND ORDER is a matter of public record for violation of the above referenced sections of the Louisiana Social Work Practice Act and the Rules, Standards and Procedures. The terms of this Consent Agreement and Order shall be published and reported, including but not limited to,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

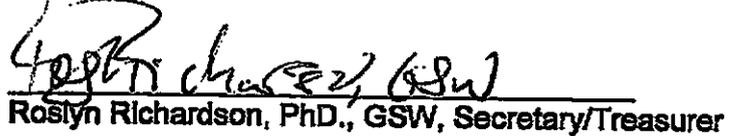
THE ADMISSIONS AND FINDINGS CONTAINED HEREIN are intended solely for the purpose of resolving the case at hand or in connection with other matters before the Board involving Respondent.

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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 19th day of
June, 2009.

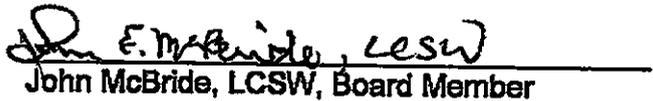

Wade Tyler, PhD., LCSW, Chair


Michael Hickerson, MSW, RSW, Vice-Chair


Roslyn Richardson, PhD., GSW, Secretary/Treasurer


Evelyn Jenkins, LCSW Board Member


Hope Hirsh-Benson, LCSW, Board Member


John McBride, LCSW, Board Member

I, Michele Marie Guidry, GSW, make these acknowledgments and waivers in support of a final disposition of the pending investigation of Complaint #2009-82 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 Evelyn Jenkins designated by the Board with respect hereto, as well as the legal counsel assisting her/him, 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 Evelyn Jenkins 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.

Michele Guidry, MSW, GSW 6/8/09
Michele Marie Guidry Date

I, Lindsey Hunter, 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, Michele Guidry, could be charged under Complaint No. 2009-82; 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.

Lindsey Hunter 6/8/09
Lindsey Hunter Date
Prosecutor