

In the Matter of:

CASE NO. 2023-0090

**RELEASE FROM
CONSENT AGREEMENT AND ORDER**

RESPONDENT

The Board received a request from Respondent to release them from the terms and conditions of the Consent Agreement and Order dated August 7th, 2023. After consideration, the Board voted to release Respondent from the terms and conditions of the Consent Agreement and Order dated August 7th, 2023.

ORDER

GOOD CAUSE APPEARING, IT IS THEREFORE ORDERED THAT:

Respondent is hereby released from all terms and conditions of the Consent Agreement and Order dated August 7th, 2023.

By: Meli Zavala Mar 10, 2025
TOBI ZAVALA, Executive Director Date
Arizona Board of Behavioral Health Examiners

ORIGINAL of the foregoing filed with: Mar 10, 2025

EXECUTED COPY of the foregoing sent electronically Mar 10, 2025
to:

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

3 **In the Matter of:**

4 **John C. Flanagan LAC-22014**
5 **Licensed Associate Counselor,**
6 **In the State of Arizona.**

7 **RESPONDENT**

CASE NO. 2023-0090
 CONSENT AGREEMENT

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), John C. Flanagan ("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. Respondent is the holder of License No. LAC-22014 for the practice of
15 Counseling in the State of Arizona.

16 2. From 03/22 – 11/22, Respondent was employed at Agency as a BHT and part of
17 his job duties was to facilitate groups for clients at Group Home.

18 3. On 11/16/22, CPO was notified that Respondent was not at Group Home when
19 he was supposed to be there providing services.

20 4. On 11/18/22, CPO and Complainant came to Group Home with the intention of
21 observing Respondent's IOP group.

22 5. Upon arrival they realized the group was not being facilitated and asked
23 Employee where Respondent was in which Employee reported Respondent was picking his
24 daughter up from the airport and the group had been cancelled.

25 ...

6. Respondent in fact entered a note for 11/18/22 documenting he facilitated a group which included ten clients.

7. Complainant researched cameras and did not see Respondent come to Group Home at all on 11/18/22.

8. On 11/25/22, Complainant and CPO had a conversation with Respondent to address these concerns and later the same day Respondent resigned effective.

9. Respondent had already submitted a two weeks' notice prior to this but resigned while Agency was investigating these concerns.

10. Respondent represented that he was dealing with life stressors and had a lapse in judgment by entering a group session note for a group that did not in fact occur.

11. Respondent further represented that he did in fact call Group Home and speak with clients to check in with them and provided proof of the two phone calls totaling 41 minutes.

12. Respondent further documented detailed information within the group progress note about each client and documented it as a 3-hour service.

13. Respondent inappropriately fabricated a group progress note for a service that did not occur and represented that he gathered the information documented in the note from the clients when he called Group Home and conducted check ins.

14. Respondent acknowledges he falsified this note and agrees it was inappropriate.

CONCLUSIONS OF LAW

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

2. The conduct and circumstances described in the Findings of Fact constitute a violation of A.R.S. § 32-3251(16)(q), failing or refusing to maintain adequate records of behavioral health services provided to a client.

1 **ORDER**

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

4 1. Respondent's license, LAC-22014, will be placed on probation for 24 months,

5 2. Respondent shall not practice under their license, LAC-22014, unless they are
6 fully compliant with all terms and conditions in this Consent Agreement. If, for any reason,
7 Respondent is unable to comply with the terms and conditions of this Consent Agreement, they
8 shall immediately notify the Board in writing and shall not practice under their license until they
9 submit a written request to the Board to re-commence compliance with this Consent Agreement.
10 All such requests shall be pre-approved by the Board Chair or designee.

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

14 **Continuing Education**

15 4. In addition to the continuing education requirements of A.R.S. § 32-3273, within
16 12 months of the effective date of this Consent Agreement, Respondent shall complete 3 clock
17 hours of continuing education addressing behavioral ethics. All required continuing education
18 shall be pre-approved by the Board Chair or designee. Upon completion, Respondent shall
19 submit a certificate of completion of the required continuing education.

20 5. In addition to the continuing education requirements of A.R.S. § 32-3273, within
21 12 months of the effective date of this Consent Agreement, Respondent shall complete 3 clock
22 hours of continuing education addressing fraud, waste and abuse. All required continuing
23 education shall be pre-approved by the Board Chair or designee. Upon completion, Respondent
24 shall submit a certificate of completion of the required continuing education.

25 ...

1 **Clinical Supervision**

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

12 **Focus and Frequency of Clinical Supervision**

13 7. The focus of the supervision shall relate to behavioral health ethics, Arizona
14 documentation, Board statutes and rules, self-care, and continued recovery. Respondent shall
15 meet individually in person with the supervisor for a minimum of one hour weekly for the first 12
16 months. After the first 12 months, clinical supervision shall be at the recommendation of the
17 clinical supervisor, with the possibility of early release.

18 **Reports**

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

23 a. Dates of each clinical supervision session.

24 b. A comprehensive description of issues discussed during supervision
25 sessions.

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

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

8 **Change of Clinical Supervisor During Probation**

9 11. If, during the period of Respondent's probation, the clinical supervisor determines
10 that they cannot continue as the clinical supervisor, they shall notify the Board within 10 days of
11 the end of supervision and provide the Board with an interim final report. Respondent shall
12 advise the Board Chair or designee within 30 days of cessation of clinical supervision by the
13 approved clinical supervisor and provide the name of a new proposed clinical supervisor. The
14 proposed clinical supervisor shall provide the same documentation to the Board as was required
15 of the initial clinical supervisor.

16 **Early Release**

17 12. After completion of the stipulations set forth in this Consent Agreement, and upon
18 the supervisor's recommendation, Respondent may request early release from the Consent
19 Agreement after 12 months.

20 **GENERAL PROVISIONS**

21 **Provision of Clinical Supervision**

22 13 Respondent shall not provide clinical supervision to associate level licensees
23 accruing and submitting hours towards independent licensure while subject to this Consent
24 Agreement.

25 ...

Civil Penalty

14. Subject to the provisions set forth in paragraph 15, the Board imposes a civil penalty against the Respondent in the amount of \$1,000.00.

15. 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 3, 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.

16. 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.

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

18. If Respondent currently sees clients in their own private practice, and obtains any other type of behavioral health position, either as an employee or independent contractor, where ...

1 they provide behavioral health services to clients of another individual or agency, they shall
2 comply with requirements set forth in paragraphs 19 through 21 below.

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

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

21 21. If, during the period of Respondent's probation, Respondent changes
22 employment, resigns, is involuntarily terminated, resigns in lieu of termination, or goes on
23 extended leave of absence for whatever reason that may impact their ability to timely comply
24 with the terms of probation, Respondent shall, within 10 days of the aforementioned acts, inform

25 ...

1 the Board of their change of employment status. After the change and within 10 days of
2 accepting employment in a position where Respondent provides any type of behavioral health
3 related services or in a setting where any type of behavioral health, health care, or social
4 services are provided, Respondent shall provide the Board Chair or designee a written
5 statement providing the contact information of their new employer(s) and a signed statement
6 from Respondent's new employer(s) confirming Respondent provided the employer(s) with a
7 copy of this Consent Agreement. If Respondent does not provide the employer's statement to
8 the Board within 10 days, as required, Respondent's failure to provide the required statement to
9 the Board shall be deemed a violation of A.R.S. § 32-3251(16)(n) and the Board will provide
10 Respondent's employer(s) with a copy of the Consent Agreement.

11 22. Respondent shall practice behavioral health using the name under which they
12 are licensed. If Respondent changes their name, they shall advise the Board of the name
13 change as prescribed under the Board's regulations and rules.

14 23. Prior to the release of Respondent from probation, Respondent must submit a
15 written request to the Board for release from the terms of this Consent Agreement at least 30
16 days prior to the date they would like to have this matter appear before the Board. Respondent
17 may appear before the Board, either in person or telephonically. Respondent must provide
18 evidence that they have successfully satisfied all terms and conditions in this Consent
19 Agreement. The Board has the sole discretion to determine whether all terms and conditions of
20 this Consent Agreement have been met and whether Respondent has adequately demonstrated
21 that they have addressed the issues contained in this Consent Agreement. In the event that the
22 Board determines that any or all terms and conditions of this Consent Agreement have not been
23 met, the Board may conduct such further proceedings as it determines are appropriate to
24 address those matters.

25 ...

24. Respondent shall bear all costs relating to probation terms required in this Consent Agreement.

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

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

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

PROFESSIONAL ACCEPTS, SIGNS AND DATES THIS CONSENT AGREEMENT

John Flanagan
John Flanagan (Aug 5, 2023 08:34 PDT)
John C. Flanagan

Aug 5, 2023
Date

BOARD ACCEPTS, SIGNS AND DATES THIS CONSENT AGREEMENT

By: Meli Zavala
TOBI ZAVALA, Executive Director
Arizona Board of Behavioral Health Examiners

Aug 7, 2023
Date

ORIGINAL of the foregoing filed Aug 7, 2023
with:

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

EXECUTED COPY of the foregoing sent electronically Aug 7, 2023
to:

Mona Baskin
Assistant Attorney General
2005 North Central Avenue
Phoenix, AZ 85004

1 John C. Flanagan
2 Address of Record
3 Respondent
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