

STATE OF NORTH CAROLINA

BEFORE THE NORTH CAROLINA
BOARD OF LICENSED CLINICAL
MENTAL HEALTH COUNSELORS

IN THE MATTER OF:)
)
Nanette Ford, LCMHCA,)
Respondent)
No. A17394)

CONSENT ORDER

THIS CAUSE, coming on to be heard and being heard before the North Carolina Board of Licensed Clinical Mental Health Counselors (“the Board”), at its meeting on September 6, 2024, pursuant to a charge letter issued by the Board on August 13, 2024, which is now pending; and

IT APPEARING to the Board that the Respondent has stipulated to certain facts and to the entry of a Consent Order in conformity therewith;

IT IS HEREBY STIPULATED by the undersigned Respondent and the Board that:

1. Respondent was at all times relevant to this cause a licensed clinical mental health counselor associate (“LCMHCA”) and is subject to the Board’s jurisdiction pursuant to the North Carolina Licensed Clinical Mental Health Counselors Act, Chapter 90, Article 24 of the North Carolina General Statutes. Respondent was first licensed on March 4, 2022.
2. On or about August 8, 2023, Respondent provided outpatient counseling services to a client (Client X) in a counseling setting as a licensed clinical mental health counselor associate. While providing counseling services to Client X, Respondent admitted to having a “gut feeling” that Client X was not emotionally well.
3. During that session, Respondent failed to conduct a mental health assessment on Client X. The following day, Respondent admitted to having ongoing concerns about Client X’s mental health. Still, Respondent failed to seek consultation from her board-approved supervisor.
4. On or about August 9, 2023, Respondent admitted to making a home visit to see Client X but failed to document that she conducted an appropriate mental health crisis assessment to ensure the safety of Client X before leaving the home. Before Respondent visited the client’s home, she failed to consult with her board-approved supervisor or document the rationale for extending the counseling boundaries. The following day, Client X was admitted to the hospital as a result of a mental health emergency.
5. Although Respondent admits that she did not consult with her board-approved supervisor, she contends that she did consult with two other mentors prior to visiting Client X’s home. Additionally, Respondent admits that she did not prepare documentation of the mental health crisis

assessment before or at the time of the event; however, she contends that she did prepare the documentation after the event was concluded.

6. Additionally, Respondent displayed behavior that raised competency and ethical concerns to two of five clinical supervisors on record, one of whom she did not meet with for supervision. As a result of these issues, two of the four supervisors she met with did not recommend her for a full, unrestricted counseling license.

7. Regarding Respondent's clinical supervision hours, the Board will ***not*** count the hours from Adeeba Issa (530 direct counseling hours/130 indirect counseling hours/16 individual supervision hours/2 group supervision hours). Additionally, the Board will ***not*** count hours from Leah Sampson (876 direct counseling hours/577 indirect counseling hours/26 individual supervision hours/24 group supervision hours). This decision is based on the findings of this investigation, including both supervisors not recommending Respondent for a full, unrestricted counseling license.

8. Respondent admits that her conduct as set forth above violated Sections A.1.a., A.4.a., A.6.b., A.6.c., B.2.a., F.5.a., and I.1.a. of the American Counseling Association Code of Ethics (2014) and violated N.C. Gen. Stat. §§ 90-340 (a)(7), (a)(9), and (a)(10) of the North Carolina Licensed Clinical Mental Health Counselors Act.

9. The Board and Respondent wish to avoid the time and the costs associated with full litigation of this matter and, *in lieu* of any proceedings, enter into this Consent Order.

10. Respondent expressly waives notice of hearing, a hearing, the making of findings of fact and conclusions of law, and all further proceedings before the Board to which the Respondent may be entitled by law. Respondent further agrees that presentation of this Consent Order to the Board for approval shall not constitute improper *ex parte* communication between the Board and its counsel, or the Board and its staff, nor require the recusal of the members of the Board from consideration of this matter before the full Board, should a hearing be required in this case.

11. Respondent forever releases the State of North Carolina, the North Carolina Board of Licensed Clinical Mental Health Counselors, and all its members, officials, agents, counsel, representatives, and employees, both past and present, in their individual or official capacities from any and all liability, suits, claims, and causes of action arising prior to or as a result of the execution of this Consent Order.

12. Respondent waives the right to seek judicial review or to otherwise challenge the validity of this Consent Order in any court or before the Board in the future. Respondent understands and agrees that this Consent Order shall be effective only after approval by the full Board and signature of its Chairperson.

13. Respondent acknowledges that she was either represented by legal counsel in connection with her consideration and execution of this Consent Order or, alternatively, that she was free to engage such legal counsel to advise her concerning this Consent Order and its terms prior to the time that Respondent executed this Consent Order and that she alone decided not to engage such legal counsel.

14. This Consent Order contains the entire agreement between the undersigned, there being no agreement of any kind, verbal or otherwise, which varies, alters, or adds to this Consent Order.

15. This Consent Order shall constitute disciplinary action against the license of Respondent, pursuant to N.C. Gen. Stat. §90-340(a) and (b). Respondent understands that this Consent Order may have adverse consequences in other contexts, which shall not be the basis for reconsideration of its terms in the future.

16. Respondent acknowledges that she has read this entire Consent Order, assents to its terms and conditions, and agrees not to contest the findings, conclusions, or order in any future potential proceedings by, against, or involving the Board.

17. Respondent agrees to service of the fully executed Consent Order to the following address or email she provided to the Board and waives service by any other method: 1505 Duke University Rd, 2G Durham, NC 27701; nanmay21@gmail.com.

Based upon the record and the foregoing stipulations,

NOW, THEREFORE IT IS HEREBY ORDERED as follows:

I. Respondent shall complete a minimum of the following hours of additional supervised clinical mental health practice with a Board-approved supervisor who recommends her for full licensure before she is eligible to obtain one:

- a. Direct Counseling Hours- 1260.00
- b. Indirect Counseling Hours- 505.00 (can count additional direct)
- c. Individual Clinical Supervision Hours- 35.00
- d. Group Clinical Supervision Hours- 25.00 (can count additional individual)

II. The supervisor shall be approved by the Board pursuant to Administrative Rules 21 NCAC 53 .0702 and 21 NCAC 53 .0801 to supervise Respondent's professional practice, prior to the beginning of supervision. The supervision contract shall be filed with the Board office no later than 60 days from the date of this Order.

III. Respondent shall provide a copy of this Consent Order to her supervisor(s). The supervisor(s) shall confirm the receipt of the document in the supervision report.

IV. The supervisor shall report to the Board any type of impairment that may impact Respondent’s ability to practice clinical mental health counseling within three (3) business days of determining, observing, and/or being notified of the impairment, as well as in quarterly reports and a final supervision report.

V. Respondent shall bear any costs and associated expenses of the supervision.

VI. Within one (1) year from the date of the Consent Order and before you are eligible to seek full licensure, Respondent shall complete the following additional CE hours approved by the Board: 6 hours in crisis intervention planning, 6 hours in professional boundaries, and 3 hours in records documentation.

VII. This coursework requirement shall be in addition to the continuing education coursework required for all licensees under the Board’s Administrative Rules. All costs associated with this continuing education requirement shall be borne by Respondent.

VIII. Upon successful completion of this continuing education coursework, Respondent shall submit a certificate of completion provided by the continuing education sponsor to the Board.

IX. The failure of Respondent to abide by any provisions of this Consent Order, if proven true by a preponderance of the evidence following notice and an opportunity for hearing, may result in the suspension, revocation, or other disciplinary action against Respondent’s license, including seeking an injunction in Superior Court, at the Board’s discretion.

X. The Board shall maintain this Consent Order as a public record pursuant to N.C. Gen. Stat. §§132-1 and 90-340(f) and shall provide copies to the American Counseling Association and the National Board of Certified Counselors, and to other agencies or individuals as required by law.

This the 9th day of September, 2024.

CONSENTED TO BY:

NORTH CAROLINA BOARD OF LICENSED
CLINICAL MENTAL HEALTH COUNSELORS

BY:  9/9/2024
E414DBD989A3497...
Dr. Yasmin Gay, LCMHCS Date
Board Chairperson





RESPONDENT:

 08 / 23 / 2024

Nanette Ford Date

Title	2024-08-22 Ford Consent Order.final
File name	2024-08-22 Ford Consent Order.final.pdf
Document ID	ff25f2a6b9ad46cefc02e9392d822724733a7101
Audit trail date format	MM / DD / YYYY
Status	● Signed

Document History

 SENT	08 / 23 / 2024 15:09:09 UTC	Sent for signature to Nanette Ford (nanmay21@gmail.com) from administrator@brockerlawfirm.com IP: 162.125.63.16
 VIEWED	08 / 23 / 2024 15:10:32 UTC	Viewed by Nanette Ford (nanmay21@gmail.com) IP: 104.28.55.221
 SIGNED	08 / 23 / 2024 15:11:29 UTC	Signed by Nanette Ford (nanmay21@gmail.com) IP: 146.75.237.81
 COMPLETED	08 / 23 / 2024 15:11:29 UTC	The document has been completed.