

# WISCONSIN DEPARTMENT OF REGULATION & LICENSING



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STATE OF WISCONSIN

BEFORE THE BOARD OF NURSING

IN THE MATTER OF THE DISCIPLINARY

PROCEEDINGS AGAINST:

CONNIE MARIE DEBROUX, LPN,

RESPONDENT

FINAL DECISION AND ORDER

LS0112062NUR

**Division of Enforcement Case No. 01 NUR 067**

The parties to this action for the purposes of section 227.53 of the Wisconsin statutes are:

Connie Marie Debroux, LPN

5220 West Greenfield Avenue

Milwaukee, WI 53214

Board of Nursing

PO Box 8935

Madison, WI 53708-8935

Department of Regulation and Licensing

Division of Enforcement

PO Box 8935

Madison, WI 53708-8935

The parties in this matter agree to the terms and conditions of the attached Stipulation as the final decision of this matter, subject to the approval of the Board. The Board has reviewed this Stipulation and considers it acceptable.

Accordingly, the Board in this matter adopts the attached Stipulation and makes the following:

**FINDINGS OF FACT**

1. Connie Marie Debroux, LPN (DOB 12-01-1953), is duly licensed in the state of Wisconsin to practice as a practical nurse (license #17991). This license was first granted on 12-10-1976.
2. Respondent's latest address on file with the Department of Regulation and Licensing is 5220 West Greenfield Avenue, Milwaukee, WI 53214.
3. On or about February 20, 2001, Respondent was working as an LPN for the provision of in-home hospice care for RB, a terminally ill patient who was near death.
4. Respondent went off duty at approximately 2:00 p.m. on February 20, 2001. Shortly after midnight on February 21, 2001, Respondent returned to residence of RB in an intoxicated state. While there, she made inappropriate comments to RB and his family.
5. Respondent consents to the issuance of the following Conclusions of Law and Order in resolution of this matter.

## CONCLUSIONS OF LAW

1. The Wisconsin Board of Nursing has jurisdiction over this matter, pursuant to ch. 441.07, Stats.
2. The Wisconsin Board of Nursing is authorized to enter into the attached stipulation, pursuant to sec. 227.44(5), Stats.
3. The conduct described above constitutes a basis for discipline under sec. 441.07(1), Wis. Stats. and § N 7.04(4) and (15), Wis. Adm. Code.

## ORDER

**NOW, THEREFORE, IT IS HEREBY ORDERED** that that the license of Connie Marie Debroux (license #17991) shall be LIMITED as follows:

### **Assessment**

1. Within 90 days from the effective date of this Order, Respondent shall submit documentation of a current AODA assessment from a health care provider acceptable to the Board attesting to Respondent's ability to safely and competently practice as a practical nurse. To be considered current, the assessment shall occur within thirty (30) days from the date of its submission.

### **Treatment** [If applicable]

2. If the assessment referred to above reveals a need for treatment:
  - a. Respondent shall initiate and maintain successful participation in all components of a drug and alcohol treatment program at a treatment facility acceptable to the Board. As a part of treatment, Respondent must attend therapy on a schedule as recommended by her supervising health care provider; attendance, however, shall be required at least four (4) times per month.
  - b. In addition, Respondent must attend Alcoholics or Narcotics Anonymous or another self-help group acceptable to the Board at least one (1) time per week.
  - c. Respondent shall remain free of prescription drugs and controlled substances not prescribed for valid medical purposes.
  - d. Respondent shall in addition refrain from the consumption of over-the-counter medications or other substances which may mask consumption of controlled substances or create false positive screening results, or which may interfere with Respondent's treatment and rehabilitation
  - e. The Board of Nursing reserves the right to require drug screens as a continuing condition of licensure sufficient to monitor Respondent for the presence in her blood, hair or urine of alcohol or controlled substances. The board may establish a minimum schedule of testing for these substances. Testing shall be performed and results reported in a manner consistent with current monitoring protocols of the Department.

### **Releases**

- f. Respondent shall provide and keep on file with all applicable treatment facilities and personnel, laboratories, and collections sites current releases which comply with state and federal laws authorizing release of all of Respondent's urine, blood and hair specimen screen results and her medical and treatment records and reports. In addition, these releases shall (if applicable) permit her treating physicians and therapists to disclose and discuss the progress of her treatment and rehabilitation with the Board of Nursing or any member thereof, or with any employee of the Department of Regulation and Licensing acting under the authority of the Board of Nursing. Copies of these releases shall be filed simultaneously with the Department Monitor.

### **Facility approval**

- g. If the Board of Nursing determines that a supervising health care provider, treatment facility, monitoring facility, laboratory or collection site has failed to satisfy the current monitoring protocols of the Department, the Board may, at its sole discretion, direct that Respondent continue her treatment and rehabilitation program under the direction of another supervising health care provider, treatment facility, laboratory or collection site which will conform to the terms and conditions of the current monitoring protocols of the Department.

## Therapy

3. Within ninety (90) days from the effective date of this Order, Respondent shall submit documentation of successful completion of at least eight (8) hours of therapy from a health care provider acceptable to the Board in the area(s) of anger/ stress management. In addition, respondent shall submit documentation of completion of at least four (4) hours of training in yoga, meditation, or other mind/body self-awareness training.
4. Respondent shall inform the Board of Nursing within 15 days of any change of address or residence.

### DEPARTMENT MONITOR

5. The Department Monitor is the individual designated by the Board as its agent to coordinate compliance with the terms of this Order, including receiving and coordinating all reports and petitions, and requesting additional monitoring and surveillance. The Department Monitor may be reached as follows:

Department Monitor  
Department of Regulation and Licensing  
Division of Enforcement  
PO Box 8935  
Madison, WI 53708-8935  
FAX (608) 266-2264  
TEL. (608) 267-3817

### EXPENSES

6. Respondent shall be responsible for all costs and expenses incurred in conjunction with or associated with compliance with the terms of this Order.

### Agency Caregiver Finding

**7. If Respondent fails to fully and completely comply with all terms and conditions set forth above or if the Department receives a subsequent credible allegation against the respondent of abuse, neglect or misappropriation, the Department Monitor shall without further notice or hearing notify the Wisconsin Department of Health and Family Services that the findings set forth in this Order shall thereafter constitute an agency finding of neglect for the purposes of secs. 48.685 and 50.065, Wis. Stats. Respondent shall then REFRAIN from any nursing employment in any facility licensed by the Wisconsin Department of Health and Family Services until such time as Respondent successfully completes a rehabilitation review administered by DHFS.**

### SUMMARY SUSPENSION

**8. Violation of any of the terms of this Order shall be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Respondent's license; the Board in its discretion may in the alternative deny an extension of the stay of suspension or impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order.**

### EFFECTIVE DATE OF ORDER

9. This Order shall become effective upon the date of its signing.

BOARD OF NURSING

By: Ann Brewer

12-6-01

On behalf of the Board

Date