

# WISCONSIN DEPARTMENT OF REGULATION & LICENSING



## **Wisconsin Department of Regulation & Licensing Access to the Public Records of the Reports of Decisions**

This Reports of Decisions document was retrieved from the Wisconsin Department of Regulation & Licensing website. These records are open to public view under Wisconsin's Open Records law, sections 19.31-19.39 Wisconsin Statutes.

### **Please read this agreement prior to viewing the Decision:**

- The Reports of Decisions is designed to contain copies of all orders issued by credentialing authorities within the Department of Regulation and Licensing from November, 1998 to the present. In addition, many but not all orders for the time period between 1977 and November, 1998 are posted. Not all orders issued by a credentialing authority constitute a formal disciplinary action.
- Reports of Decisions contains information as it exists at a specific point in time in the Department of Regulation and Licensing data base. Because this data base changes constantly, the Department is not responsible for subsequent entries that update, correct or delete data. The Department is not responsible for notifying prior requesters of updates, modifications, corrections or deletions. All users have the responsibility to determine whether information obtained from this site is still accurate, current and complete.
- There may be discrepancies between the online copies and the original document. Original documents should be consulted as the definitive representation of the order's content. Copies of original orders may be obtained by mailing requests to the Department of Regulation and Licensing, PO Box 8935, Madison, WI 53708-8935. The Department charges copying fees. *All requests must cite the case number, the date of the order, and respondent's name as it appears on the order.*
- Reported decisions may have an appeal pending, and discipline may be stayed during the appeal. Information about the current status of a credential issued by the Department of Regulation and Licensing is shown on the Department's Web Site under "License Lookup." The status of an appeal may be found on court access websites at: <http://ccap.courts.state.wi.us/InternetCourtAccess> and <http://www.courts.state.wi.us/wscca>.
- Records not open to public inspection by statute are not contained on this website.

**By viewing this document, you have read the above and agree to the use of the Reports of Decisions subject to the above terms, and that you understand the limitations of this on-line database.**

**Correcting information on the DRL website:** An individual who believes that information on the website is inaccurate may contact the webmaster at [web@drl.state.wi.gov](mailto:web@drl.state.wi.gov)

STATE OF WISCONSIN  
BEFORE THE DENTISTRY EXAMINING BOARD

-----

IN THE MATTER OF THE DISCIPLINARY :  
PROCEEDINGS AGAINST :  
: LS0211061DEN

**DARYL G. HOLDREDGE, D.D.S., :**

RESPONDENT :

-----

FINAL DECISION AND ORDER

-----

The parties to this action for the purposes of § 227.53, Stats., are:

Daryl G. Holdredge, D.D.S.  
2743 Canyon Bluff Road  
Green Bay, WI 54302

**Wisconsin Dentistry Examining Board**

P.O. Box 8935  
Madison, WI 53708-8935

Department of Regulation and Licensing  
Division of Enforcement  
P.O. 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 Dentistry Examining 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. Daryl G. Holdredge, D.D.S., Respondent, date of birth June 19, 1959, is licensed by the Wisconsin Dentistry Examining Board as a dentist in the state of Wisconsin pursuant to license number 4401, which was first granted June 30, 1992.
2. Respondent's last address reported to the Department of Regulation and Licensing is 2743 Canyon Bluff Road, Green Bay, WI 54302.
3. From 1998 to April 2000, Respondent was a Lieutenant Commander in the U.S. Navy and the director of the Branch Dental Clinic Kansas City, Marine Corps Reserve Support Command in Kansas City, Missouri. At Branch Dental Clinic, Respondent served as the sole dentist to approximately 800 active duty military personnel and retirees from various branches of the armed services.
4. In April 2000, a number of female patients and staff members at Branch Dental Clinic alleged that over the past year Respondent had engaged in behaviors which they considered to be inappropriate, offensive and of a sexually suggestive nature.
5. On April 13, 2000, Respondent was reassigned to the Naval Dental Center in Great Lakes, Illinois. Subsequently, Respondent's clinical privileges at the Naval Dental Center in Great Lakes were summarily suspended by the Navy based on the allegations made previously at Branch Dental Clinic in Kansas City.
6. On June 9, 2000, as a result of the action taken by the Navy, Respondent referred himself for a psychological evaluation by Dr. Robert Baker, a clinical psychologist. Dr. Baker did not diagnosis Respondent as suffering from any pathological condition. Dr. Baker did suggest that Respondent might benefit from a course of individual therapy designed to assist him in understanding and taking responsibility for his behavior.
7. Respondent received psychotherapy from Dr. Baker and by August 15, 2000, Dr. Baker reported that Respondent had acquired an understanding of his behaviors and how they might be perceived by others.
8. On August 29, 2000, a peer review panel conducted a hearing at the Naval Dental Center to determine if Respondent should lose his clinical privileges as a result of the allegations from Branch Dental Clinic. The peer review panel, in its report of September 12, 2000, made findings that Respondent had:
  - a. Made inappropriate and unprofessional comments to female patients, staff and coworkers that negatively and substantially impacted Respondent's ability to provide dental care to patients.
  - b. Inappropriately attempted to establish personal relationships with female patients, staff and coworkers.
  - c. Placed his hand on one patient's knee for no therapeutic reason and left his hand there until she

physically removed it.

d. Made female patients feel uncomfortable during treatment and made female staff feel uncomfortable in the workplace.

9. Based on its findings, the panel recommended revocation of Respondent's clinical privileges at Naval Dental Center. On September 28, 2000, the Commanding Officer of the Naval Dental Center issued a Final Decision in which he found the allegations to be substantiated, revoked Respondent's clinical privileges and terminated Respondent's professional staff appointment at Naval Dental Center, Great Lakes.

10. On October 11, 2000, Respondent filed an appeal of the Commanding Officer's Final Decision with the Chief, Bureau of Medicine and Surgery, Department of the Navy. On June 15, 2001, Respondent's appeal was denied, his clinical privileges were revoked and his staff appointment was terminated. Shortly thereafter, Respondent resigned from the Navy.

11. In May of 2002, at the request of the Division of Enforcement, Respondent was evaluated again by Dr. Baker. In his report of June 24, 2002, Dr. Baker concluded that Respondent was not suffering from any personality or emotional disorder. Dr. Baker also reported that Respondent "has a good grasp of the type of thinking and behaviors that have been problematic for him in the past and reports the use of several active interventions to prevent those sorts of situation from occurring again in the future."

12. Following his leaving the Navy, Respondent practiced at dental clinics in Missouri and Kansas. Respondent's supervisors at those clinics have told the Division of Enforcement that there were no complaints made by patients or staff alleging that Respondent engaged in inappropriate, uninvited behavior with them while practicing in those settings. Neither the Division of Enforcement nor the Board has received any complaints regarding Respondent's behavior since he began practicing in Wisconsin in 2001.

13. At the recommendation of the Division of Enforcement, Respondent recently voluntarily took and has completed "Sexual Harassment at Work," a 3 credit, self-study, continuing education course offered by ArcMesa Educators and approved for dentists by the American Dental Association. The course examines what constitutes sexual harassment in the workplace.

## **CONCLUSIONS OF LAW**

1. The Wisconsin Dentistry Examining Board has jurisdiction over this matter pursuant to § 447.07(3), Stats.

2. The Wisconsin Dentistry Examining Board has authority to enter into this stipulated resolution of this matter pursuant to § 227.44(5), Stats.

## **ORDER**

NOW, THEREFORE, IT IS HEREBY ORDERED:

1. Respondent shall not engage in sexual harassment of any patient, employee or co-worker.
2. Respondent having completed the continuing education on sexual harassment in the work place, which is set out in Finding of Fact 13, no further education is ordered.
3. If Respondent violates the terms of this Order, Respondent shall immediately submit written notification of that violation to the Board.
4. Within 30 days of the date of this Order, Respondent shall pay costs of this proceeding in the amount of \$1,875.00 to the Department of Regulation and Licensing.
5. All requests, notifications, reports or payments required by this Order shall be mailed, faxed or delivered to:

**Department Monitor**

Department of Regulation and Licensing

Division of Enforcement

1400 East Washington Ave.

P.O. Box 8935

Madison, WI 53708-8935

Fax (608) 266-2264

6. Violation of any term or condition of this Order may constitute grounds for revocation of Respondent's license as a dentist in Wisconsin. Should the Board determine that there is probable cause to believe that Respondent has violated the terms of this Order; the Board may order that Respondent's license be summarily suspended pending investigation of and hearing on the alleged violation.

The rights of a party aggrieved by this Decision to petition the Board for rehearing and to petition for judicial review are set forth on the attached "Notice of Appeal Information."

Dated at Madison, Wisconsin this 2<sup>nd</sup> day of July, 2003.

Bruce J. Barrette, D.D.S.

Chair

Dentistry Examining Board