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CERTIFICATION BOARD

April 16, 2004

Re: Complaint # : 2003-15
Complainant: Tammy A. Retzlaff
Respondent: William Brian Waugh, CADC III

To: Board of Directors
Wisconsin Certification Board, Inc.

The Executive Committee having received the results of the investigation into the alleged misconduct of William Brian Waugh, CADC III and in conformity with its rules now makes the following:

FINDINGS OF FACT

- William Brian Waugh:
 - became a Wisconsin Certification Board Certified Alcohol/Drug Counselor III on 11/7/2002 and is paid to 8/31/2005;
 - began employment at Sokaogon Chippewa Health Clinic (SCHC) on 9/9/2002 and submitted his letter of resignation dated 6/9/2003;
 - testified that his last day of employment at SCHC was 6/20/04 when he saw two clients. The respondent went on to state that he contacted a "few" but not all of his clients prior to leaving SCHC. He said: "I didn't leave [SCHC] in an appropriate manner."
 - gave several reasons for leaving SCHC. When asked "why" he left SCHC in the manner which he did? Mr. Waugh stated: "I couldn't deal with it [employment at SCHC]. I felt intimidated there [SCHC]. I was scared" When asked, what were you afraid of?, Mr. Waugh stated: "Afraid to address the fact that I was going to leave [SCHC]...I didn't want to be a spectacle in front of the council [Sokaogon Chippewa tribal council]. Afraid I'd get caught up in politics."
 - began employment at Forest County Potawatomi Health & Wellness (FCPHW) on or about 6/30/2003;
- Tammy Retzlaff and Wanda Conley, a SCHC billing specialist, testified that the respondent did not inform the clients on his caseload that he was leaving the agency.
- Mr. Polar at the Sokaogon Chippewa Tribal Center Human Resources stated that the respondent "...left clients hanging".
- The respondent did not perform closure with all his clients; therefore some clients on the respondent's caseload did not have alternative or replacement services arranged for them nor were they given a reasonable opportunity to arrange alternative or replacement services by the respondent.

CONCLUSION

The Executive Committee concludes that the respondent discontinued professional services to his clients at Sokaogon Chippewa Health Clinic without facilitating an appropriate therapeutic closure for them.

Therefore, the respondent is found to have breached the following Rule within the *Counselor Code of Conduct*:

Rule 2.7 The counselor shall not discontinue professional services to a client/patient nor shall the counselor abandon the client/patient without facilitating an appropriate therapeutic closure of professional services for the client/patient.

DECISION

Pursuant to Section V(A)(3) of the WCB *Counselor Code of Conduct* (Rev. 1996), Action by the Executive Committee, William Brian Waugh is hereby given a Public Reprimand.

In addition, the respondent is required to obtain six hours of education and training in the area of Professional Responsibility. This education and training is to be completed by August 31, 2005. Proof of attendance is to be submitted to the WCB by August 31, 2005.

Please be advised of your rights to appeal, hearing, and reinstatement as outlined within the *Counselor Code of Conduct* in Sections VI and VII.

For the Executive Committee,

A handwritten signature in black ink, appearing to read "Eloiza Altoro-Acevedo".

Eloiza Altoro-Acevedo
Interim Executive Director

Cc file