

WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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STATE OF WISCONSIN
BEFORE THE SOCIAL WORKER SECTION OF THE
MARRIAGE AND FAMILY THERAPY, PROFESSIONAL COUNSELING,
AND SOCIAL WORK EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

NATALIE A. YOUNG,
RESPONDENT.

:
:
: FINAL DECISION AND ORDER
:
: ORDER 0002818

Division of Legal Services and Compliance¹ Case No. 13 SOC 017

The parties to this action for the purpose of Wis. Stat. § 227.53 are:

Natalie A. Young
124 Maple Court
Shawano, WI 54166

Social Worker Section of the Marriage and Family Therapy, Professional Counseling,
and Social Work Examining Board
P.O. Box 8935
Madison, WI 53708-8935

Division of Legal Services and Compliance
Department of Safety and Professional Services
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 disposition of this matter, subject to the approval of the Social Worker Section of the Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board (Section). The Section has reviewed this Stipulation and considers it acceptable.

Accordingly, the Section in this matter adopts the attached Stipulation and makes the following Findings of Fact, Conclusions of Law and Order.

FINDINGS OF FACT

1. Respondent Natalie A. Young (dob January 10, 1967) is certified in the State of Wisconsin as a social worker, having certificate number 4550-120, first issued on March 3, 1995, and current through February 28, 2015. Ms. Young's most recent address on file with the

¹ The Division of Legal Services and Compliance was formerly known as the Division of Enforcement.

Wisconsin Department of Safety and Professional Services (Department) is 124 Maple Court, Shawano, Wisconsin 54166.

2. At all times relevant to this incident, Respondent was employed as a social worker with the Shawano County Department of Social Services.

3. Client A was awarded custody of her granddaughter on July 20, 2012 after Client A's daughter and her daughter's father had been charged with child abuse and neglect. Respondent was not the social worker that was assigned to Client A's case but Respondent did have access to confidential information about Client A's case.

4. On or about April 2013, an internal investigation conducted by the Shawano County Department of Social Services revealed that Respondent had sent e-mails that breached the agency rules on personal and professional confidentiality. On February 21, 2013, Respondent e-mailed Ms. M., directing her to look at Client A's Facebook account and disclosing Client A's last name. On April 2, 2013, Respondent again e-mailed Ms. M., attaching as an enclosure a draft response to the Department about case 13 SOC 017 which disclosed Client A's identification and information. At the time of these e-mail interactions, Ms. M. was not employed by the Shawano County Department of Social Services. Ms. M. did not have express authority from either the Shawano County Department of Social Services or of Client A to view Client A's confidential case information.

5. On April 15, 2013, the Shawano County Department of Social Services terminated Respondent for violating rules of the agency relating to breaching personal and professional confidentiality.

6. In resolution of this matter, Respondent consents to the entry of the following Conclusions of Law and Order.

CONCLUSIONS OF LAW

1. The Social Worker Section of the Wisconsin Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board has jurisdiction to act in this matter pursuant to Wis. Stat. § 457.26, and is authorized to enter into the attached Stipulation pursuant to Wis. Stat. § 227.44(5).

2. By the conduct described in the Findings of Fact, Natalie A. Young violated Wis. Admin. Code § MPSW 20.02(10) by revealing facts, data, information, records or communication received from a client in a professional capacity without justification and proper authority.

3. As a result of the above violations, Natalie A. Young is subject to discipline pursuant to Wis. Stat. § 457.26(2)(f).

ORDER


1. The attached Stipulation is accepted.
2. Respondent Natalie A. Young is REPRIMANDED.
3. The credential to practice social work issued to Natalie A. Young (certificate number 4550-120) is LIMITED as follows:
 - a. Within 90 days of the date of this Order, at her own expense, Respondent shall successfully complete six (6) hours of education on the topic of ethics for social workers offered by a provider pre-approved by the Section's monitoring liaison, including taking and passing any exam offered for the courses.
 - b. Respondent shall submit proof of successful completion of the ordered education in the form of verification from the institution providing the education to the Department Monitor at the address stated below. None of the education completed pursuant to this requirement may be used to satisfy any continuing education requirements that have been or may be instituted by the Section or Department, and also may not be used in future attempts to upgrade a credential in Wisconsin.
 - c. The limitation shall be removed upon proof satisfactory to the Section or its designee that the terms of the limitation(s) have been satisfied.
4. Within 90 days from the date of this Order, Natalie A. Young shall pay COSTS of this matter in the amount of \$350.
5. Request of approval of courses, proof of successful course completion and payment of costs (made payable to the Wisconsin Department of Safety and Professional Services) shall be sent by Respondent to the Department Monitor at the address below:

Department Monitor
Division of Legal Services and Compliance
Department of Safety and Professional Services
P.O. Box 8935
Madison, WI 53708-8935
Telephone (608) 267-3817; Fax (608) 266-2264
DSPSMonitoring@wisconsin.gov
6. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Respondent's license. The Section in its discretion may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order. In the event Respondent fails to timely submit payment of costs as ordered or fails to

submit proof of successful completion of the ordered education as set forth above, Respondent's certificate (no. 4450-120) may, in the discretion of the Section or its designee, be SUSPENDED, without further notice or hearing, until Respondent has complied with payment of costs and completion of the education.

7. This Order is effective on the date of its signing.

SOCIAL WORKER SECTION OF THE WISCONSIN MARRIAGE AND FAMILY
THERAPY, PROFESSIONAL COUNSELING, AND SOCIAL WORK EXAMINING BOARD

by:  12-3-13
A Member of the Section Date

STATE OF WISCONSIN
BEFORE THE SOCIAL WORKER SECTION OF THE
MARRIAGE AND FAMILY THERAPY, PROFESSIONAL COUNSELING,
AND SOCIAL WORK EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

NATALIE A. YOUNG,
RESPONDENT.

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:
:

STIPULATION

ORDER 0002818

Division of Legal Services and Compliance¹ Case No. 13 SOC 017

Respondent Natalie A. Young and the Division of Legal Services and Compliance, Department of Safety and Professional Services stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Division of Legal Services and Compliance. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:

- the right to a hearing on the allegations against Respondent, at which time the State has the burden of proving those allegations by a preponderance of the evidence;
- the right to confront and cross-examine the witnesses against Respondent;
- the right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
- the right to testify on Respondent's own behalf;
- the right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
- the right to petition for rehearing; and
- all other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code, and other provisions of state or federal law.

3. Respondent is aware of Respondent's right to seek legal representation and has been provided an opportunity to obtain legal counsel before signing this Stipulation.

4. Respondent agrees to the adoption of the attached Final Decision and Order by the Social Worker Section of the Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board (Section). The parties to the Stipulation consent to the entry of the attached Final Decision and Order without further notice, pleading, appearance or consent of

¹ The Division of Legal Services and Compliance was formerly known as the Division of Enforcement.

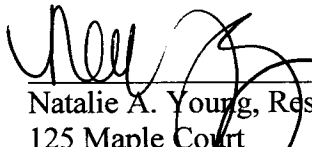
the parties. Respondent waives all rights to any appeal of the Section's order, if adopted in the form as attached.

5. If the terms of this Stipulation are not acceptable to the Section, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Division of Legal Services and Compliance for further proceedings. In the event that the Stipulation is not accepted by the Section, the parties agree not to contend that the Section has been prejudiced or biased in any manner by the consideration of this attempted resolution.

6. The parties to this Stipulation agree that the attorney or other agent for the Division of Legal Services and Compliance and any member of the Section ever assigned as an advisor in this investigation may appear before the Section in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Section may have in connection with deliberations on the Stipulation. Additionally, any such advisor may vote on whether the Section should accept this Stipulation and issue the attached Final Decision and Order.

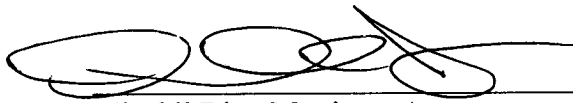
7. Respondent is informed that should the Section adopt this Stipulation, the Section's Final Decision and Order is a public record and will be published in accordance with standard Department procedure.

8. The Division of Legal Services and Compliance joins Respondent in recommending the Section adopt this Stipulation and issue the attached Final Decision and Order.



Natalie A. Young, Respondent
125 Maple Court
Shawano, WI 54166
Certificate no. 4550-120

10/20/13
Date



Micabil Diaz-Martinez, Attorney
Division of Legal Services and Compliance
P.O. Box 8935
Madison, WI 53708-8935

OCTOBER 8, 2013
Date