

## 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

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IN THE MATTER OF THE : ORDER TERMINATING SUSPENSION  
DISCIPLINARY PROCEEDINGS AGAINST : AND IMPOSING LIMITATIONS  
SUSAN C. BROZEK, L.C.S.W., :  
RESPONDENT. : ORDER0004653

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TO: SUSAN BROZEK LCSW  
4838 WEST GLEN COVE  
MEQUON WI 53092

On April 19, 2016, the Wisconsin Social Worker Section of the Marriage and Family Therapy, Professional Counseling and Social Work Examining Board (“Section”) issued a Final Decision and Order (“Order”) limiting Respondent’s clinical social work license with certain terms and conditions including, but not limited to, completion of an assessment by an approved mental health provider experienced in evaluating health care practitioners’ fitness for duty. If the Section determines that Respondent is fit to practice, the Section may nonetheless limit Respondent’s license in a manner to address any concerns the Section has with the conduct set out in the Order’s findings of fact and to address any recommendations resulting from the evaluation.

On September 7, 2017, the Section’s designee considered Respondent’s request to terminate the suspension of her license. Based upon the information of record and the fitness for duty evaluation, dated May 1, 2017, the Section finds and makes the following:

ORDER

1. Respondent’s request to terminate the suspension imposed pursuant to the Final Decision and Order dated April 19, 2016, is hereby GRANTED. Respondent’s fitness to practice evaluation indicates to the satisfaction of the Section’s designee that Respondent does not suffer from any illness or condition that renders her unable or unwilling to safely and reliably engage in the practice of social work.

2. The Section deems the following conditions and limitations necessary for Respondent to comply with the recommendations of the fitness to practice evaluator and to address the Section’s concerns related to the conduct set out in the findings of fact. Respondent’s clinical social work license (#6829-123) is further LIMITED as follows:

Psychiatric Treatment:

3. Within 30 days from the date of this order, Respondent shall provide proof to the Department Monitor that she is continuing psychiatric treatment with Dr. Schnell or another psychiatric treatment provider, whose credential is in good standing, and approved by the Section or its designee. Respondent shall immediately provide her psychiatric treatment provider with a copy of her order(s), the fitness for duty evaluation report, and a release authorizing the psychiatrist to discuss the progress of Respondent's treatment with the Section, its designee and the Department Monitor.

a. Respondent shall comply with taking medications as prescribed, participate in, cooperate with, and follow all treatment recommended by her psychiatric treatment provider.

b. Therapy shall include individual sessions at a frequency determined by the psychiatric treatment provider, but not less than once a month.

c. The psychiatric treatment provider shall submit quarterly reports as directed by the Department Monitor. It is Respondent's responsibility to ensure the reports are submitted when due. The psychiatric treatment provider shall immediately report any unprofessional conduct or suspected violation of this Order.

d. If Respondent's psychiatric treatment provider is unable or unwilling to serve as Respondent's psychiatric treatment provider, Respondent shall immediately seek approval of a successor psychiatric treatment provider approved by the Section or its designee.

Therapeutic Treatment:

4. Within 30 days from the date of this order, Respondent shall provide proof to the Department Monitor that she has begun or is continuing treatment with a psychotherapist, whose credential is in good standing, and approved by the Section or its designee. Respondent shall immediately provide the psychotherapist with a copy of her order(s), the fitness for duty evaluation report, and a release authorizing the psychotherapist to discuss the progress of Respondent's treatment with the Section, its designee, and the Department Monitor.

a. Respondent's treatment shall include, but is not limited to:

- i. reducing Respondent's anxiety;
- ii. coping effectively with Respondent's emotional responses to boundary violation-like behavior and situations;
- iii. understanding and avoiding dual relationships;
- iv. assertiveness training;

b. Therapy shall include individual sessions at a frequency determined by the psychotherapist, but not less than once a month.

c. The psychotherapist shall submit quarterly reports as directed by the Department Monitor. It is Respondent's responsibility to ensure the reports are submitted when due. The psychotherapist shall immediately report any unprofessional conduct or suspected violation of this Order.

d. If Respondent's psychotherapist is unable or unwilling to serve as Respondent's psychotherapist, Respondent shall immediately seek approval of a successor psychotherapist approved by the Section or its designee.

Practice Limitations:

5. Respondent shall practice only under the direct supervision of a credentialed social worker or other licensed health care professional, with an unencumbered credential, approved by the Section or its designee. "Direct supervision" means Respondent's supervisor is on the premises and immediately available to coordinate, direct, and inspect Respondent's work.

a. Respondent shall practice only in a work setting pre-approved by the Section or its designee. Requests for preapproval must be accompanied by current job description, name and contact information of Respondent's supervisor.

b. Respondent shall provide a copy of the Final Decision and Order dated April 19, 2016, this Order Terminating Suspension and Imposing Limitations, and all other subsequent orders immediately to supervisor personnel at all settings where Respondent works as a licensed clinical social worker, currently or in the future. Respondent shall provide the Department Monitor with written acknowledgement from each employer that a copy of this Order has been received. Such acknowledgement shall be provided to the Department Monitor within fourteen (14) days of beginning new employment and/or within fourteen (14) days of the date of this Order for current employment.

c. Respondent shall **not** provide social work services or treatment with males

- i. In which sexuality is the focus of treatment, or
- ii. Who have sexually-related mental disorders, or
- iii. Who have a history of being abusive in any way (emotional, physical, or sexual) toward women.

d. Respondent shall **not** provide social work services or treatment with males who exhibit aggressive or threatening behavior toward Respondent.

e. Respondent shall work with her direct supervisor to develop and implement plans to deal with boundary violations and highly emotional confrontations with clients, particularly those that have the potential to become sexually or physically aggressive.

f. Respondent shall work with her direct supervisor to revise Respondent's Informed Consent procedure and documentation to include a definition of the limits of services when there are indications that the relationship between the therapist and client is no longer professional or therapeutic, due to verbal, physical, or sexual abuse by either party, or the reasonable expectation that such concerns will become a disruption to the therapeutic process and relationship.

g. It is Respondent's responsibility to arrange for written reports from her direct supervisor to be provided to the Department Monitor on a quarterly basis, beginning 30 days after employment as a licensed clinical social worker. These reports shall assess:

- i. Respondent's work performance,
- ii. Describe the circumstances of Respondent's employment, including the nature and extent of Respondent's practice of social work,
- iii. Confirm that Respondent has not provided social work services or treatment of sexual addiction to male clients,
- iv. Confirm that Respondent has not provided social work services or treatment with males
  - 1) In which sexuality is the focus of treatment, or
  - 2) Who have sexually-related mental disorders, or
  - 3) Who have a history of being abusive in any way (emotional, physical, or sexual) toward women,
- v. Confirm that Respondent has not provided social work services or treatment with males who exhibit aggressive or threatening behavior toward Respondent,
- vi. Discuss the development and implementation of plans to deal with boundary violations and highly emotional confrontations with clients, particularly those that have the potential to become sexually or physically aggressive,
- vii. Provide an opinion as to Respondent's ability to engage in safe practice of social work with accommodations and supervision,
- viii. Any other information the Section requests.

h. After the timely submission of four (4) consecutive satisfactory work reports, and with a written recommendation from the direct supervisor expressly supporting the request, Respondent may submit a request for the termination of this limitation.

Professional Mentor:

6. Respondent shall engage the services of a credentialed social worker, pre-approved by the Section or its designee, who will serve as a professional mentor. Respondent's supervisor may be approved to serve in this capacity. The mentor shall not have any current or prior relationship with Respondent that could reasonably be expected to compromise the ability to render fair and unbiased reports to the Department. The mentor must be sufficiently skilled and qualified to consult with Respondent in relation to her social work practice and other professional activities. Prior to commencement of the mentorship, the proposed mentor shall confirm, in writing, that he or she has read the Final Decision and Order and agrees to serve as Respondent's mentor.

a. The professional mentor shall meet with Respondent at least once monthly to review patient health care records of all patients seen by Respondent within the last month, for at least two (2) years. The mentor shall offer feedback and direction to Respondent as necessary for the purposes of improving Respondents practice, and ensuring compliance with the standards of the profession.

b. The professional mentor shall submit quarterly reports identifying the number of meetings that have occurred and addressing Respondent's professional performance and practice. It is Respondent's responsibility to ensure the reports are timely submitted to the Department Monitor. The mentor shall immediately report any unprofessional conduct or suspected violation of this Order.

c. Respondent is responsible for any and all cost associated with the services of the professional mentor.

d. After the timely submission of eight (8) consecutive satisfactory mentor reports, and with a written recommendation from the professional mentor expressly supporting the request, Respondent may submit a request for the termination of this limitation.

Education:

7. Within ninety (90) days from the date of this Order, Respondent shall successfully complete six (6) hours of education on the topic of ethical practice of psychotherapy in social work.

a. Each course attended in satisfaction of this requirement must be pre-approved by the Section or its designee. Respondent shall be responsible for locating course(s) satisfactory to the Section for obtaining the required approval of the course(s) from the Section or its designee.

b. Respondent must take and pass any exam offered for the courses.

c. 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.

d. 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 the Department, and also may not be used in future attempts to upgrade a credential in Wisconsin.

#### Required Reporting by Respondent

8. Respondent is responsible for compliance with all of the terms and conditions of this Order, including the timely submission of reports by others. Respondent shall promptly notify the Department Monitor of any failures of the psychiatric treatment provider, psychotherapist, supervisor, or professional mentor to conform to the terms and conditions of this Order. Respondent shall promptly notify the Department Monitor of any violations of any of the terms and conditions of this Order by Respondent.

9. Respondent shall report to the Section any change of employment status, residence, address or telephone number within five days of the date of the change. Additionally, every three months, Respondent shall notify the Department Monitor of Respondent's compliance with the terms and conditions of the Order, and shall provide the Department Monitor with a current address and home telephone number.

#### Petitions for Modification of Limitations or Termination of Order

10. Respondent may petition the Section on an annual basis for modification of the terms of this Order, but no petition for modification shall be considered sooner than one (1) year from the date of this Order. Denial of a petition in whole or in part shall not be considered a denial of a license within the meaning of Wis. Stat. § 227.01(3)(a), and Respondent shall not have a right to any further hearings or proceedings on the denial.

11. Respondent may petition the Section for full, unrestricted licensure upon demonstration of continuous, successful compliance with the terms of the Order for at least two (2) years.

a. Any petition for modification or termination of this order shall include:

i. A written recommendation from Respondent's psychotherapist confirming that all treatment goals have been met, that Respondent's mental disorder no longer precludes unrestricted, independent practice, and that she is able to engage in safe practice without supervision.

ii. A written recommendation from Respondent's psychiatric treatment provider confirming that all treatment goals have been met, that Respondent's mental disorder no longer precludes unrestricted, independent practice, and that she is able to engage in safe practice without supervision.

