

Volume 17

Message From the Board Chair

In this Issue...

Message from the Board Chair

Meet the Board 2

Growing Together:
Clarifying Supervised Practice 3-4

Counseling Compact 5

Board Member spotlight 6

Subpoenas and Court Orders 7-8

Renewal Information 9

Important Reminders 10

Accessing your Counselor Gateway 11

What's New 12

120-Day Licensure Upgrade Option 13

Mark Your Calendars 14

Just For Fun!..... 15

Board Office Hours

The Board Office is closed to visitors; board staff is currently working remotely, so please email or leave a voicemail.

Monday	8:30–5 pm
Tuesday	8:30–5 pm
Wednesday	8:30–5 pm
Thursday	8:30–5 pm
Friday	8:30–5 pm
Saturday	Closed
Sunday	Closed

On behalf of the North Carolina Board of Licensed Clinical Mental Health Counselors (NCBLCMHC), we welcome you to the Spring Edition of the Board Insider. As winter gives way to longer days and blooming landscapes, spring arrives as a season of renewal, growth, and fresh beginnings. The changing scenery around us serves as a reminder that transformation is both natural and necessary. What was once dormant begins to flourish again, and with it comes opportunity for reflection, realignment, and purposeful action.

In a world that continues to evolve, our role as Clinical Mental Health Counselors remains essential. Whether supporting clients through life transitions, responding to community crises, integrating emerging technologies, or navigating systemic challenges, we are called to cultivate spaces where healing and growth can occur. Just as spring nurtures new life, our work nurtures resilience, restoration, and hope.

Communities across the state of North Carolina continue to face complex mental health and wellness challenges. From anxiety and depression to trauma, grief, interpersonal violence, and access to care concerns, the need for skilled and ethical Clinical Mental Health Counselors remains profound. We must continue to serve as advocates for sound policy, equitable access, and ethical practice, while standing as leaders who help strengthen the foundation of mental health care across our state. Spring also invites us to examine our own growth. As Clinical Mental Health Counselors, you dedicate yourselves daily to the well-being of others, yet the health and sustainability of the healer is equally important. This season offers a meaningful opportunity to reflect on your professional journey, recommit to your purpose, and intentionally cultivate balance. Strengthen what is thriving in your practice. Prune what no longer aligns. Plant new goals that support both your personal and professional development.

Growth requires intention, care, and nourishment. As we move forward into this season of renewal, may you embrace clarity, confidence, and continued commitment to the calling of our profession. Remember, we are not just clinical practitioners; we are LEADERS in the movement for mental health and overall wellness, and self-care remains the fuel that sustains our impact.

Stay Inspired. Stay Growing. Stay Amazing.

Best,
Dr. Yasmin Gay
LCMHCS, CCJP, LCAS, CRC, CCTP, MAC, CCS




Dr. Yasmin Gay
Board Chair

NCBLCMHC Mission

The mission of the Board under NC GS Article 24 section 90-329 states that it is declared to be the public policy of this State that the activities of persons who render counseling services to the public be regulated to insure the protection of the public health, safety, and welfare.

Meet the Board

Dr. Yasmin Gay
Board Chair
LCMHCS
Congressional District 6

Dr. Nicole Stargell
Vice Chair
LCMHC
Congressional District 14

Bruce Garris
Secretary/Treasurer
Congressional District 7

Dr. Levette Scott
LCMHC
Congressional District 2

Dr. Mark Schwarze
LCMHCS
Congressional District 5

Dr. Ximena Franco Jenkins
Public Member
Congressional District 13



Growing Together: Clarifying Supervised Professional Practice for LCMHCAs and Supervisors!

By Brandice Bell, MA, Assistant Executive Director, NCBLCMHC

“Supervision is not just a requirement; it’s where learning deepens, skills sharpen, and professional identity takes root.”

Given the Board’s rapid growth and the increasing number of Associates and Supervisors, we want to take this opportunity to provide clarification and guidance on supervised professional practice.

Supervision is the foundation of every Licensed Clinical Mental Health Counselor Associate’s (LCMHCA) professional journey. It’s the bridge between what you learned in graduate school and who you’re becoming as a competent, ethical, and confident Counselor. Supervised practice provides Associates with the opportunity to apply their skills in real-world settings, supported by a Qualified Supervisor who guides, challenges, and encourages their growth.

Getting Started: The Supervision Contract

Under the LCMHC Act, an Associate is defined as someone engaged in supervised professional practice. That means you cannot begin counseling work until your supervision contract has been reviewed and approved by the North Carolina Board of Licensed Clinical Mental Health Counselors (NCBLCMHC). This safeguard, outlined in Administrative Rule .0702, ensures Associates begin their work under appropriate structure and oversight.

Once your LCMHCA license is approved, the next step is to submit your supervision contract using the forms available on www.ncblcmhc.org. Ultimately, it is the responsibility of the LCMHCA to ensure their contract has been received and approved by the Board office. The typical turnaround time for approval is around 10 days. Delays often stem from small details, like missing signatures or early submission, but if there’s an issue, you and your Supervisor will receive an email explaining how to correct it.

Did You Know?

The Board will not retroactively approve supervision contracts—supervision hours only count after your contract has been approved. The Board will not hear special considerations or appeals regarding retroactive supervision approval. LCMHCAs can view their supervision contract in the License Files section of the Counselor Gateway. If you do not see your approved contract, contact the Board office immediately.

Once approved, you and your Supervisor will receive a confirmation email. That date marks the official start of your supervised professional practice. Keep a personal log of your supervision hours; the Board won’t ask for them until your final supervision report is submitted.

Staying on Top of Reporting

Per Administrative Rule .0702(3), Supervisors are responsible for submitting Quarterly Supervision Reports for every quarter supervision occurred. Reports are due by the end of the month following each calendar quarter and may be obtained through the Board’s website or submitted electronically via the Counselor Gateway when requested by the LCMHCA.

Important: The Board cannot accept quarterly or final supervision reports submitted by Associates.

When a supervisory relationship ends whether due to job changes, differences in fit, or completion of the full licensure process, the Supervisor must submit a Final Supervision Report within 2 weeks of the end of supervision, as required by Administrative Rule .0801(c).

Timely reports are critical. Missing or delayed submissions can significantly delay your full licensure application, especially if you’ve had multiple Supervisors. The Board must receive a final report for each approved supervision contract before processing your application for full licensure, even if no supervision has occurred.

Roles, Responsibilities, and Boundaries

When a Supervisor enters a Board-approved contract, they accept responsibility for the clinical work of the Associate and agree to be available for consultation with the Board. This could mean clarification or further details regarding a concern noted on a quarterly or final supervision report, or possibly consultation with the Ethics Committee in the event an ethical concern is noted.

Both the LCMHCA and Supervisor must maintain clear professional boundaries. Supervision is not Counseling; it's a learning partnership focused on professional development. If a Supervisor also serves as an employment supervisor, their reporting must focus solely on clinical performance—not workplace-related issues. Supervisors should not make licensure recommendations based on fee disputes or issues not related to clinical performance, nor will the Board mediate fee or employment disputes.

Did You Know?

Supervisors who fail to provide timely or accurate reports risk losing Qualified Supervisor status or facing disciplinary action on their LCMHCS license.

The Journey Forward

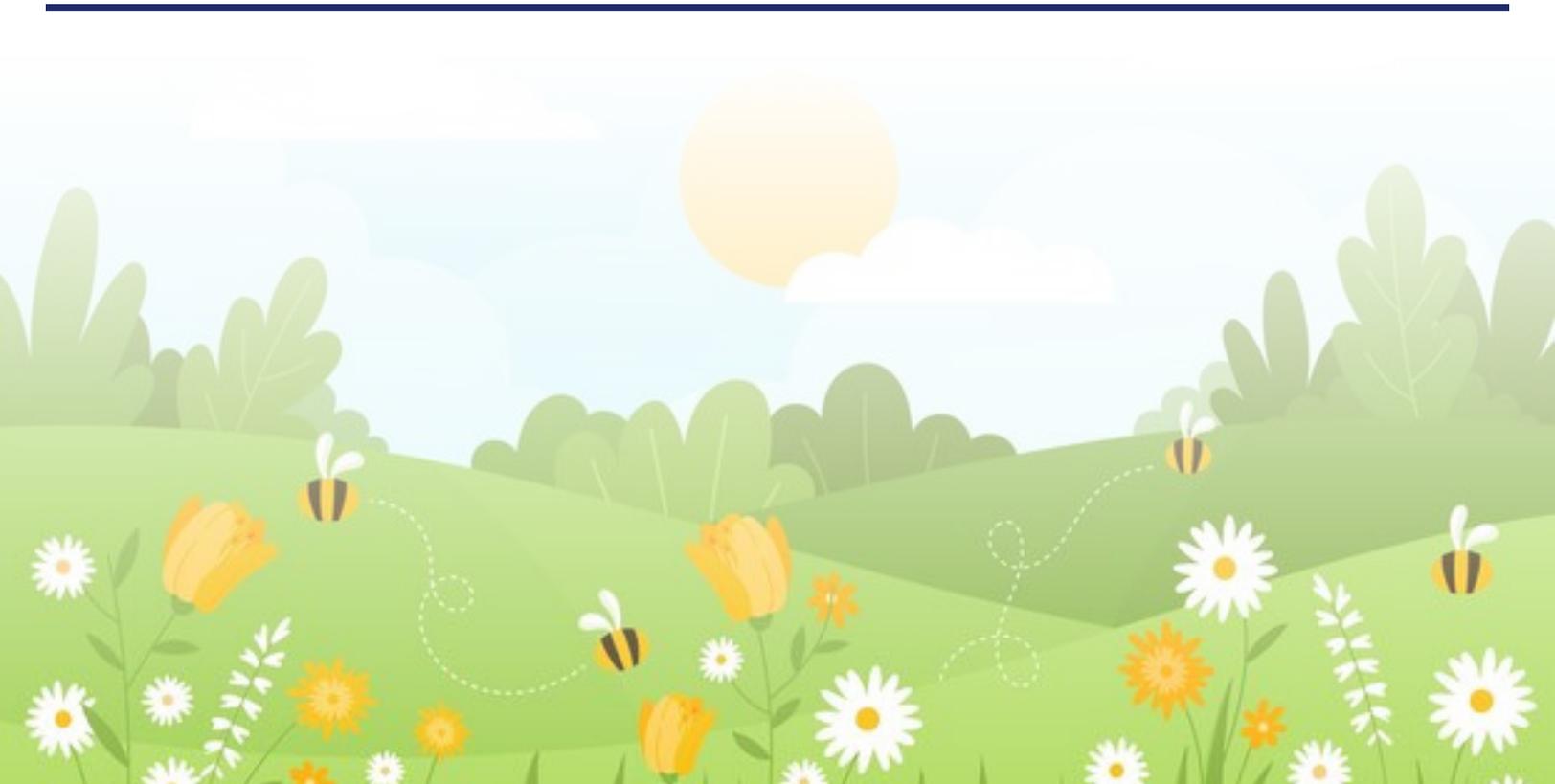
Supervision is far more than paperwork or compliance it is the foundation of professional growth. When approached with openness and integrity, supervision helps Associates gain confidence, self-awareness, and strong clinical judgment.

We encourage every licensee under supervision to show up ready to learn, accept constructive feedback and criticism, and take

full advantage of this formative period to develop into an ethically sound, reflective, and compassionate Counselor.

It's through this shared commitment between Associate and Supervisor that the next generation of mental health professionals

is shaped, supported, and prepared to serve their communities with excellence.



The Counseling Compact

Nicole A. Stargell, PhD, NCC, BC-TMH, LCMHC, LSC

The purpose of the Counseling Compact is to allow Counselors who are independently licensed in their home state to practice in any other state that is also a member of the compact. Counselors practice in compact states using their home state license. Counselors are responsible for upholding the legal and ethical standards of counseling practice in both the home state and the client's state (ACA, 2014; Compact, 2026). All disciplinary concerns come back to the home state where the Counselor holds a license to practice counseling.

To participate in the compact, Counselors must hold an unencumbered (independent) license in their home state. The home state is determined by primary, permanent residency. It is the state in which you pay your taxes. The Counseling Compact issues a privilege to practice, not a license.

Currently, Arizona, Minnesota, and Ohio are issuing compact privileges. Counselors with an unencumbered license from any of those three home states may apply for a privilege to practice in either of the other live compact states.

Arizona Counselors may obtain a privilege to practice in Minnesota and/or Ohio.

Minnesota Counselors may obtain a privilege to practice in Arizona and/or Ohio.

Ohio Counselors may obtain a privilege to practice in Arizona and/or Minnesota.

Because Arizona, Minnesota, and Ohio are all geographically far from one another, Counselors who obtain a privilege to practice in one of the other current compact states will likely offer telemental health services to members of the compact states. When additional states start issuing privileges, some Counselors might use their privilege to practice in-person counseling in border states. Additionally, the compact is helpful for Counselors in the military who move frequently or are located out of state for less than 6 months.

There is a fee associated with a privilege to practice in each state; however, because Counselors are operating under their unrestricted home state license, they do not need to meet the licensure requirements of the compact state in which they wish to practice. Counselors complete continuing education and licensure renewal requirements for their home state only.

A separate fee is required for every state in which a Counselor wants a privilege to practice.

The Compact Commission fee for each state privilege is \$30. Currently, state administrative fees range from \$25 to \$250. Counselors must renew their privileges every time they renew their home state license.

Resources:

<https://counselingcompact.gov/faq/>

<https://counselingcompact.gov/compact-fees-and-jurisprudence-exam/>

Another benefit of the compact is that Counselors can convert a privilege to practice into an license to practice if they a) hold a privilege for that state before they move and b) establish primary, permanent residency in that state. For example, a fully licensed Counselor in Arizona can obtain a privilege to practice in Ohio right now. They could move to Ohio in the future and establish residency. Then, they could convert their privilege to practice into a home state license in Ohio without a need to meet all Ohio licensure requirements. At that point, the Counselor's home state would be Ohio, and they would need to obtain a privilege to practice in Arizona if they wish to continue seeing clients in that state.

Overall, the Counseling Compact allows Counselors to practice in multiple states while only tracking licensure renewal requirements for their home state. Counselors pay a separate compact fee and state fee for every privilege they wish to obtain, and these fees must be renewed every time the home state license is renewed. Counselors may apply for a privilege to practice in any other compact state at any point during their licensure renewal cycle, and each privilege will need renewed at their next home state renewal date. Counselors can elect to not renew a state's privilege to practice at any renewal time.

The compact does not issue Counselors multiple licenses. Instead, Counselors obtain a privilege to practice in other compact states using their unencumbered home state license, which is where Counselors have primary, permanent residency. Counselors can convert a privilege to practice into a home state license if they move to that state and establish primary, permanent residency. Counselors who plan to be in a state that is not their home state for less than 6 months should apply for a privilege to practice in that state.

Counselors are responsible for upholding the laws and regulations of both their home state and the states in which they practice counseling using their compact privileges.

References

Counseling Compact. (2026). Model legislation.

<https://counselingcompact.gov/compact-commission/governance-documents/>

American Counseling Association (ACA). (2014). ACA Code of Ethics. <https://www.counseling.org/docs/default-source/default-document-library/ethics/2014-aca-code-of-ethics.pdf>

Board Member Spotlight: Dr. Mark Schwarze

The Board proudly celebrates Board Member Mark Schwarze for receiving the NBCC Foundation's NBCC Leadership Excellence for Counselors by Counselors Award, a national distinction honoring Counseling Professors whose leadership strengthens and sustains the profession.

This award recognizes leaders who ensure that Counseling standards remain Counselor-informed, intentionally equitable, and appropriately inclusive. Honorees are evaluated across six critical pillars: educational eligibility standards, ethics, examination, continuing education, regulatory service, and legislative advocacy.

Dr. Schwarze's recognition is especially meaningful as our Board continues its commitment to strengthening clinical focus, regulatory clarity, and public protection. His leadership reflects the very principles we prioritize: strong training standards, ethical integrity, and advancing counselor identity in a rapidly evolving professional landscape.

In his words:

"Being selected for NBCC's Excellence in Leadership for Counselors by Counselors Award affirms the importance of championing strong training and regulatory standards, ethical practice, and counselor identity. I'm honored to receive this recognition and energized to continue advancing our profession."

We are grateful for Dr. Schwarze's service, vision, and unwavering commitment to excellence. His leadership not only advances the profession nationally but strengthens the work we do here in North Carolina.



Subpoenas and Court Orders with Questions, Answers and Context

Nicole A. Stargell, PhD, NCC, BC-TMH, LCMHC, LSC

Professional Counselors have an ethical obligation to document the work they do when providing professional services to clients (ACA, 2014, B.6.a.). Counselors also have an ethical obligation to keep those records confidential, with few exceptions. One exception to this ethical obligation to confidentiality is when ordered by a court.

B.2.d. Court-Ordered Disclosure

When ordered by a court to release confidential or privileged information without a client's permission, Counselors seek to obtain written, informed consent from the client or take steps to prohibit the disclosure or have it limited as narrowly as possible because of potential harm to the client or counseling relationship.

What does it mean to be “ordered by a court”?

A subpoena is not a court order, but it can turn into one.

Subpoenas are official documents issued by an attorney or through the Clerk's Office. If a Counselor is not able to comply with a subpoena, their legal representation can raise an objection. This objection can be overturned in a motion hearing, at which time the subpoena can result in a court order requiring disclosure.

Can I just ignore a subpoena?

No. If you ignore a subpoena, you might miss the window to raise an objection. If you ignore a subpoena and miss the time frame to raise an objection, the subpoena can lead to a court order because the Counselor's legal representation cannot effectively raise any otherwise legitimate objection.

What if my client doesn't grant me permission to comply with the subpoena?

Many professional liability insurance policies provide for a legal consultation or representation in responding to a subpoena for client records or testimony. If you receive a subpoena, it is always advisable to contact your malpractice insurance and attempt to get legal advice and representation. At a minimum, obtaining and following legal advice should prevent you as the Counselor from any potential sanction for failing to comply with a subpoena or court order.

In the case that a court order overturns an attorney's objection to a subpoena, Counselors should limit the information shared “. . . as narrowly as possible . . .” (ACA, 2014, B.2.d.). Depending on how the subpoena or order is worded and what exactly is being requested, a Counselor might be able to instead provide a list of dates the client was seen, the goals addressed in Counseling, or possibly a treatment summary; however, Counselors should write every case note with the knowledge that full records can be court ordered. If the Counselor is ordered to comply with a subpoena or order and believes it could cause harm to the client or the therapeutic relationship, a Counselor's attorney can request that records be produced under a protective order or be placed under seal if submitted to the court.

If the full record is requested, Counselors should provide all written documentation related to the client, including emails and text messages that include anything other than logistical scheduling information. Note that standard text messages are not HIPAA-compliant. Also note that there is no such thing as a separate client file for personal Counselor use. All case notes and documentation become part of the client record unless destroyed in the normal course and before a subpoena is issued. Counselors may not destroy, create, or backdate any part of the client record after a subpoena is received.

What if one parent consents to a subpoena and the other does not?

ACA (2014) code B.5.b. indicates that Counselors have an ethical obligation to form a collaborative relationship with both parents. Before counseling a minor, however, Counselors should ensure they have a clear understanding of who can consent for the youth. Under North Carolina law, only one parent must consent for counseling services of a minor, unless there is a court order or custody agreement requiring dual parental consent or establishing another required procedure for consent. If a custody agreement or order exists, it is our legal and ethical obligation to obtain, understand, and implement the agreement or order. Counselors who receive a subpoena should follow this same process to determine consent for a subpoena to disclose the requested records or information. Even if Counselors have appropriate consent for a subpoena, they should disclose only exactly what is requested in the subpoena and it should be “. . . limited as narrowly as possible because of potential harm . . .” (ACA, 2014, B.2.d.).

What if I receive a subpoena to testify in court?

A subpoena might include a request for whole or partial records, court testimony, or both. Counselors should follow the same process for a subpoena to testify as they would a records subpoena. Counselors should attempt to obtain legal representation any time they receive a subpoena for the reasons noted above.

Counselors should seek written consent from the client if called to testify in court. If the client consents, Counselors should disclose only exactly what is requested and provide only factual information that is not a matter of opinion or speculation. Nothing more, nothing less.

If a client does not consent, the Counselor's attorney can raise an objection. If that objection is overturned, the attorney can request that the testimony be provided in closed session. Counselors should disclose only exactly what is requested and provide only factual information.

Do I have to comply with a subpoena issued by the North Carolina Board of Licensed Clinical Mental Health Counselors?

Yes, as with any subpoena, Counselors should never ignore it. Additionally, as a health regulatory oversight agency, HIPAA is not a valid reason to withhold information from the NCBLCMHC. The Board will protect the information once in its possession, and it will be admitted during a board hearing under seal, if one becomes necessary. Alternatively, the records could be anonymized by using client initials or pseudonyms. Regardless, the information may be presented in closed session and will not be part of the public record without the client's consent.

Can I charge a fee to testify in response to a subpoena?

Counselors do not customarily charge for the indirect time it takes to document counseling records; however, Counselors could place information in their professional disclosure statement if they will charge clients a fee to testify in court should a subpoena require it. Alternatively, Counselors could ask the court to reimburse them if they are required to testify.

What is the difference between receiving a subpoena to testify in court versus serving as an expert witness?

Counselors should always work to avoid dual relationships unless it is unavoidable. As such, Counselors should not serve as expert witnesses in cases for which they provided professional counseling services. A Counselor who receives a subpoena to testify in court and has not been retained by one of the parties is not an expert witness. The Counselor should provide only the factual information specifically requested of them in that instance. An expert witness is an individual who has experience in relevant topics and provides their knowledge and opinions. Expert witnesses provide testimony as a professional service and are retained by one of the parties. Professional Counselors should keep a list of referrals for relevant expert witnesses so that they can increase their chances of avoiding court.

ACA Code B.6.f indicates Counselors assist clients in understanding their records.

Do we need to explain the records we provide in response to a subpoena?

No. We don't need to help those who issue a subpoena interpret our records.

In summary, Counselors should do their best to stay out of court. Many ethical complaints received by the NCBLCMHC involve Counselor subpoenas and dual relationships. Counselors should seek to obtain legal representation if they receive a subpoena, and they should never ignore a subpoena. Counselors should seek consent from clients before complying with a subpoena and should work to limit any potential harm to clients that could result from sharing confidential information. Counselors should maintain thorough and objective documentation and should provide only the minimum information requested when complying with a subpoena.

References

American Counseling Association (ACA). (2014). ACA Code of Ethics. <https://www.counseling.org/docs/default-source/default-document-library/ethics/2014-aca-code-of-ethics.pdf>



SAVE TIME BY RENEWING ONLINE!

The 2026 license renewal window opens on Jan. 1

Licensure renewal procedures apply to LCMHC Associates, LCMHCs, and LCMHC Supervisors. Renewals may be submitted as early as Jan. 1 of the renewal year.

All licensees shall complete requirements before renewal can be issued.

Deadline for receipt of renewal is June 20 of the renewal year.

You must renew prior to June 30 to avoid a lapse.



Tip: Add a recurring event to your phone's calendar to remind you when renewals are due.

Be sure to keep your contact information updated to avoid missing important emails from the board.

Don't Miss Important Messages About Your License!

Reminder to LCMHSs!

Quarterly Supervision Reports (QSRs) MUST be submitted in a timely manner. Doing so helps to ensure that supervision is properly documented and that your supervision contract was approved. QSRs cannot be submitted by the supervisee; they must be submitted by the Supervisor.

Quarterly report due dates are:

- Q1 (Jan. 1–March 31) report must be submitted by April 30**
- Q2 (April 1–June 30) report must be submitted by July 31**
- Q3 (July 1–Sept. 30) report must be submitted by Oct. 31**
- Q4 (Oct. 1–Dec. 31) report must be submitted by Jan. 31**

The Board does not require the submission of hours on QSRs.
All hours are to be reported to the Board on Final Supervision Reports (FSRs).

Note:

All Supervisors are required to submit QSRs and FSRs. Parties agree to submit these documents as a part of the supervision contract submitted to the Board. These documents must not be withheld for any reason. Issues that may arise during the supervision relationship must be reported on QSRs and submitted to the Board.



Accessing your Counselor Gateway

Check the status of your renewal, view your supervision documents, and manage your contact information via the Counselor Gateway Online Portal.

<https://portal.ncblcmhc.org/>

To watch video tutorials on how to navigate the application process, access documents, and complete forms, visit

www.ncblcmhc.org/Resources/Tutorials

The screenshot shows the website for the North Carolina Board of Counselors. The header includes the board's logo and navigation links: Board Info, Licensure, Complaints, Laws & Codes, Resources, and a red Portal button. A search bar is also present. Below the header, a breadcrumb trail shows 'Video Tutorials'. The main heading is 'Video Tutorials'. A paragraph explains that videos are provided for navigating the application process. Under the 'General' section, three video thumbnails are displayed, each with a play button and a duration: 'Placing requests' (03:23), 'Sending online form requests' (03:15), and 'How to submit requests' (00:34). The Great Seal of the State of North Carolina is visible in the background.

What's New

2025 Renewal Clarifications for LCMHC Supervisors

Starting with the 2025 renewal cycle and moving forward, LCMHC Supervisors will only need to submit a total of 40 contact hours. However, of those 40 hours, 10 must be related to clinical supervision. There are no changes to the approved providers, content areas, types of activities, or documentation requirements.

What Has Changed?

Previously, LCMHC Supervisors had to complete 40 contact hours plus 10 additional hours specific to supervision, for a total of 50. Beginning with 2025 renewals, this has been reduced to 40 hours total, with 10 hours specifically focused on supervision.

What Has Not Changed?

- approved continuing education providers
- required content areas for CEUs
- types of activities to meet requirements for supervision
- documentation requirements to demonstrate supervision has occurred
- requirement to meet the minimum continuing education in order to renew

120-Day Licensure Upgrade Option

The NCBLCMHC offers a 120-day courtesy upgrade window for licensees within their renewal period (Jan. 1–June 30 of the renewal year).

This applies to:

- LCMHCAs → LCMHC
- LCMHCs → LCMHCS

To Qualify

- By March 2: Initiate the upgrade application and pay the application fee.
- By June 30: Submit all required documentation and finalize the application.

If not completed by June 30:

- The courtesy policy does not apply.
- The current license must be renewed with all applicable fees.
- The upgrade will be processed as a standard application.

An active license is required.

Upgrade applications will not be accepted after a license has lapsed.

No exceptions, appeals, or special consideration are granted outside the renewal window.

Fees

During the renewal window:

No \$200 renewal fee required

Pay only:

\$238 application fee

Criminal background check fee

You do not pay both fees if completed within the 120-day timeframe.

Processing

Applications are processed within 6–12 weeks.

April–September is a high-volume period. Applications are not penalized due to administrative processing time.

2026 Renewal Notes

If you already submitted your 2026 renewal and wish to upgrade:

- Initiate the upgrade application.
- Email LCMHCinfo@ncblcmhc.org.
- Do not submit the upgrade fee until instructed.

For full details, visit the [Applying or Renewals](#) section of the NCBLCMHC website.

Mark Your Calendars

2026

April 23–24
Board Meeting

June 4–5
Board Hearing

Please visit
ncblcmhc.org/boardinfo/calendar
to view the full Board calendar.



Are You in Compliance?

A Quick Regulatory Scenario Quiz – Test your knowledge:

Licensure rules and professional standards are designed to protect the public and guide ethical practice.

1. Supervision Completion

A provisionally licensed counselor has completed the required supervision hours but has not yet received confirmation from the Board that their license has been upgraded.

What should they do?

- A. Begin practicing independently immediately
- B. Wait until the Board formally approves the license upgrade
- C. Ask their supervisor for verbal permission to practice independently
- D. Begin practicing independently but document supervision hours

2. Updating Contact Information

A licensee moves to a new practice location but does not update their contact information with the Board.

Why could this create an issue?

- A. The Board requires licensees to maintain current contact information
- B. Important notices or renewal reminders may not be received
- C. It may place the licensee out of compliance with board rules
- D. All of the above

3. Complaint Filed

A complaint is submitted to the Board regarding a counselor's professional conduct.

What typically happens next?

- A. The license is automatically revoked
- B. The Board conducts a review or investigation
- C. The counselor must immediately attend a disciplinary hearing
- D. The counselor must retake the licensing exam

4. Continuing Education

A licensee forgets to complete the required continuing education hours before their license renewal deadline.

What could happen?

- A. The license may not be renewed
- B. The licensee may need to complete additional requirements
- C. The licensee may face disciplinary action
- D. All of the above

5. Ethical Responsibility

A counselor becomes aware that a colleague may be practicing while impaired.

What is the most appropriate professional response?

- A. Ignore the situation unless a client complains
- B. Address the concern appropriately and follow professional reporting guidelines if necessary
- C. Discuss the situation with clients to warn them
- D. Post concerns about the colleague online

Answer Key

- 1. B — Wait until the Board formally approves the license upgrade.**
 - 2. D — All of the above.**
 - 3. B — The Board conducts a review or investigation.**
 - 4. D — All of the above.**
 - 5. B — Address the concern appropriately and follow professional guidelines.**
-

How did you do? If you missed a question, visit the Board's website to review licensure requirements, supervision rules, and professional standards.

Understanding licensure requirements, ethical standards, and Board rules helps ensure compliance and protects the clients and the profession.