

# **LOUISIANA BEHAVIOR ANALYST BOARD**

## **IN THE MATTER OF CATHERINE HEARD, PH.D., LBA NO. P14-15-1B**

### **CONSENT ORDER**

1. CATHERINE HEARD, PH.D. (“HEARD”) is, and was at all times material to the facts and matters alleged herein, licensed by the Louisiana Behavior Analyst Board (“LBAB”) as a behavior analyst and engaged in the practice of applied behavior analysis in the State of Louisiana, as evidenced by License Number 20.

2. On September 5, 2014, Rishawn Gorden (“R.G.”) submitted an application for licensure to the LBAB for registration as a registered line technician. On September 8, 2014, LBAB returned the application to R.G., at her home mailing address on the application, for failing to complete the application in its entirety. Specifically, R.G. failed to answer an essential question on Part IV of the application. The LBAB office never processed the application because it was incomplete. Therefore, R.G. never completed the state required criminal background check.

3. R.G. did undergo a criminal background check as an

employee of the Center for Autism and Related Disorders, Inc. (“CARD”). R.G. was hired by CARD on September 17, 2014 and began her training immediately thereafter. R.G. passed her final field examination on November 26, 2014, at which time her training concluded. R.G. did not provide any services as an unlicensed technician to CARD clients during the period of time in which she was training. On December 3, 2014, HEARD e-mailed Emanuel Gerard, the CARD employee tasked with ensuring CARD’s employees were properly licensed with the LBAB, to inquire of the LBAB on the licensure status of R.G. On December 29, 2014, Emanuel Gerard left the employ of CARD, and never checked on the licensure status of R.G.

4. On January 5, 2015, in a staff meeting at CARD, HEARD instructed Abigail McClure and Shellee Thomas of CARD to call the LBAB to inquire about R.G.’s registration as a line technician. On January 8, 2015, HEARD received the most recent 2015 RLT certificates from the LBAB, and noticed that she had never received one for R.G. HEARD sent an e-mail to Lauren Dilles, Abigail McClure, Jeff LeBlanc, Katherine Gibson and Shellee Thomas of CARD asking “Can someone confirm with her [R.G.] that she has actually gone and completed the process and applied?” On or about January 9, 2015, HEARD learned that R.G. had not been registered as a line technician by the LBAB.

5. As of February, 2015, HEARD implemented new procedures to help ensure that future licensure issues are prevented.

6. By letter dated xx/xx/xx, the LBAB notified HEARD of a complaint [“Complaint”] alleging that a technician under HEARD’s supervision was neither registered with the LBAB nor had completed the required criminal background check,

and requested that HEARD provide, within thirty (30) days, a statement giving her view of the circumstances, which are the subject of the Complaint.

7. By letter dated April 13, 2015, HEARD submitted a detailed written response in timely fashion to the LBAB, wherein she stated she did not believe there was any error in judgment or violation of any ethical standards.

8. By agreement of the parties, HEARD was provided the opportunity to meet face-to-face with Cassie Bradford, LBAB Vice Chair and Complaints Coordinator, Tony Bettevy, Board Investigator, and Kelly Parker, Executive Director. HEARD, and her counsel Brandon Black, Esquire, accepted this opportunity. The meeting was held on August 5, 2015. Upon conclusion of the meeting, and after careful consideration of the information, board representatives recommended a consent order.

9. HEARD, without admitting any violation of any law(s), regulation(s) and/or or rule(s) cited herein, acknowledges that the foregoing information could serve as a basis for the institution of administrative proceedings against her licensure and that any alleged proof of such information upon administrative evidentiary hearing could establish grounds for the suspension or revocation of her license to practice applied behavior analysis in the State of Louisiana, or for such other action as the LBAB might deem appropriate.

10. By signing this Consent Agreement, HEARD acknowledges that the LBAB must review and that the LBAB, upon review, reserves the right to request changes in this Consent Order if errors are found or other objections raised. The same right shall be afforded to HEARD should the LBAB exercise its right to request changes in this Consent Order.

Accordingly, in consideration of the foregoing, and pursuant to the authority vested in the LSBEP by La. Rev. Stat. § 37:2359 and La. Rev. Stat. § 49:955(D);

Cassie Bradford, Complaints Coordinator for LBAB, contends that HEARD failed to adequately oversee the registration process of her line technician, R.G. in violation of R.S. 37:3708. Therefore, this Consent Order was presented to LBAB.

(THIS HAS TO REMAIN – IT HAS TO LIST HER VIOLATION!!! NOT NEGOTIAIBLE)

BY CONSENT OF HEARD, IT IS ORDERED that the license of HEARD to engage in the practice of applied behavior analyst in the State of Louisiana, as evidenced by License Number 20 shall be, and is hereby **REPRIMANDED** as of the date of this Consent Order, and upon HEARD's acceptance of, and strict compliance with, the following terms and conditions:

**COSTS**. HEARD shall pay to the Board within ten (10) days of the full execution of this Consent Order, the costs of the investigation of this alleged violation in the amount of \$500.00. Failure to pay the costs will be deemed as a violation of this Consent Order.

IT IS FURTHER ORDERED that this Consent Order shall be, and hereby is, a disciplinary action by the Louisiana Behavior Analyst Board, subject to all applicable reporting requirements under the rules governing the practice of applied behavior analysis in the state of Louisiana and it is deemed public record under La. Rev. Stat. § 44:1A(2), subject to any applicable exceptions.

9/22/15

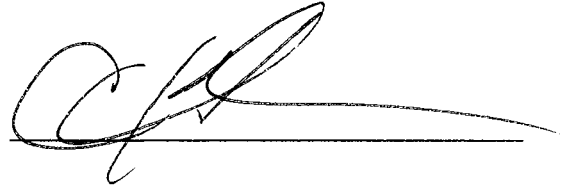


Date: 9/22/15

  
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Chair  
Louisiana Behavior Analyst Board

Date: 8/14/15

A handwritten signature in black ink, appearing to read 'CH', written over a horizontal line.

CATHERINE HEARD, PH.D.,LBA  
Lic. No. 20