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TOPEKA, KANSAS

**BEFORE THE BEHAVIORAL SCIENCES REGULATORY BOARD**

In the Matter of )  
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)  
Beth A. Gravette, LBSW )  
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Case No. 07-BS-66

**CONSENT AGREEMENT AND ORDER**

Now on this 17 day of December, 2007, the above-captioned matter comes before the Kansas Behavioral Sciences Regulatory Board (Board) by agreement of Beth A. Gravette (Licensee) and the Kansas Behavioral Sciences Regulatory Board for the purpose of resolving the above-captioned case.

Licensee hereby acknowledges the following:

1. Beth A. Gravette is currently, and at all times relevant has been, a Licensed Bachelor Social Worker within the meaning of the Kansas Social Workers Act, K.S.A. 65-6301 *et seq.*, and amendments thereto.
2. On or about March 23, 2007, the Board received a report of information concerning Licensee's conduct, alleging Licensee may have violated certain statutes and regulations governing the practice of social work.
3. The Board conducted an investigation concerning Licensee's alleged violation of statutes and regulations.

4. During the investigation, Licensee was informed of the reported information, was given the opportunity to respond to the allegations and did eventually respond to the allegations three months after the initial deadline.

5. Based on the investigation, the Board finds reasonable cause to believe the following facts:

(a) M. M. was a Family Preservation client of Licensee Beth Gravette from approximately September 26, 2006 until March 15, 2007. Initially, there was a great deal of client contact during the intensive phase of the case.

(b) In early January 2007, Licensee told her supervisor that M.M. had been asking her for a date. The supervisor confirmed that a personal relationship would be unethical and was against the employer's rules. They discussed whether a transfer to a different case manager would be necessary, but, as the case was moving into the non-intensive phase and the contact would only be monthly, they agreed no transfer was necessary.

(c) About that time, an additional worker was hired, and several clients, including M. M., were transferred to that worker. However, the supervisor had the M. M. case returned to Licensee, as the support workers were responsible for contacts for cases in the non-intensive phase.

(d) After rumors of a romantic relationship between Licensee and her client began to circulate, Licensee was confronted by supervisors for an explanation. She confirmed the rumors were true. Her employment was terminated on March 15, 2007. She did not notify the Board of the termination.

(e) On March 23, 2007, the Board wrote to Licensee to inform her of a complaint against her that alleged violations arising out of a personal relationship with a client. On

June 13, Board staff wrote to Licensee requesting a written response to the complaint by July 17, 2007. However, Licensee failed to respond.

(f) On August 10, another letter was sent requiring a written response by August 17. Licensee again failed to respond.

(g) On September 14, Board investigator Bruno Langer left a telephone message for Licensee requesting a return call. On September 19, Licensee called the Board and agreed to file a written response to the complaint by October 9. Her letter of October 5 was received on October 9.

(h) Licensee admits that she did begin dating M. M. while he was her client. They became engaged during that time and subsequently were married. She states her understanding that “what I did was against the policy of TFI Family Services and the Social Work Code of Ethics and know I was wrong to pursue the relationship.” Licensee further states, “I would like to preserve my social work license but do understand if there need to be consequences due to my actions.”

6. The Board finds that reasonable grounds exist to believe Licensee has committed unprofessional conduct in violation of K.S.A.65-6311(a)(4) and (6), as defined in K.A.R. 102-2-7 as follows:

(a) (b)(3) failing to notify the board that licensee has been terminated from employment for some form of misfeasance, malfeasance or nonfeasance;

(b) (h) failing to recognize, seek intervention or otherwise appropriately respond when one’s own personal problems interfere with professional performance and functioning;

(c) (i) failing to cooperate in a timely manner with any request from the board for

a response with respect to the investigation of any report of alleged violation lodged against the social worker....each individual taking longer than 30 days to provide the requested response shall have the burden of demonstrating that the person acted in a timely manner;

(d) (w) engaging in professional activities involving deceit;

(e) (y) making sexual advances toward or engaging in physical intimacies or sexual activities with any client of that licensee;

(f) (z) making sexual advances toward, engaging in sexual intimacies or sexual activities with any person who, within the past 24 months, has been the licensee's client;

(g) (aa) exercising undue influence on any client in a manner that will exploit the client for the personal gratification or advantage of the licensee; and

(h) (tt) engaging in a dual relationship with a client.

7. In addition, the 1996 NASW Code of Ethics states at paragraph 1.09(a): "Social workers should under no circumstances engage in sexual activities or sexual contact with current clients, whether such contact is consensual or forced."

HOWEVER, Licensee and the Board mutually desire to enter a Consent Agreement and Order in lieu of adjudicative proceedings to resolve the report of alleged violations.

WHEREFORE, Licensee waives all rights to an adjudication of facts and law which could be determined pursuant to a hearing conducted in accordance with the Kansas Administrative Procedure Act in relation to Case No. 07-BS-66.

WHEREFORE, Licensee waives the right to file a motion for reconsideration and all rights of appeal pursuant to the Kansas Act for Judicial Review and Civil Enforcement of Agency Actions in relation to Case No. 07-BS-66.

WHEREFORE, the Board and Licensee agree to the following terms and conditions:

(A) that Licensee's Bachelor Social Worker license shall be suspended for two years from the date on the Certificate of Service below. After two years, Licensee may file an application for reinstatement of her license, and the application shall be considered by the Board.

(B) Licensee shall not act or hold herself out as a licensed social worker in Kansas until such time as her Bachelor Social Worker license is reinstated by the Board.

(C) Licensee shall be responsible for any costs incurred in satisfying the terms of this Consent Agreement and Order.

(D) Evidence of Licensee's breach, violation or failure to comply with any of the conditions will result in a hearing, with notice and opportunity to be heard, to determine whether Licensee has in fact breached, violated or failed to comply with any conditions. Upon determination at such hearing that Licensee has breached, violated or failed to comply with any condition, Licensee understands and agrees that her license shall be immediately suspended until further order of the Board pursuant to the Kansas Administrative Procedure Act.

(E) Licensee acknowledges that proof submitted to the Board by affidavit or other form of competent evidence that Licensee has breached, violated or failed to meet the conditions of this Consent Agreement and Order shall be good and sufficient evidence to support an alleged violation of breach, violation or non-compliance.

(F) Licensee understands that a notification of this Consent Agreement and Order shall be provided to any other state licensing board if Licensee is also licensed, registered or certified in another state.

(G) Licensee acknowledges an affirmative duty to notify the Board within five (5) days of any changes in personal or professional status which would inhibit compliance with any condition of this Consent Agreement and Order. In such event, a designee of the Board is authorized to modify or amend this Consent Agreement and Order in writing.

(H) If the Board does not approve this Consent Agreement and Order, Licensee waives any right she may have to object to the composition of any subsequent hearing panel due to panel members having knowledge of matters contained within this Order.

(I) This Consent Agreement and Order constitutes the entire agreement between the Licensee and the Board and may be modified or amended only by written agreement signed by Licensee and the Board or a designee of the Board.

WHEREFORE, Licensee consents to the submission of this Consent Agreement and Order to the Board's Complaint Review Committee and understands that, upon approval of the Complaint Review Committee, this Consent Agreement and Order becomes a final Order of the Board. The Board has authorized the Complaint Review Committee to approve this Consent Agreement and Order.

WHEREFORE, the Board agrees that, so long as Licensee complies with the above conditions, the Board will not initiate further disciplinary action against Licensee in relation to violation of K.S.A. 65-6311(a)(4) and (6) as defined in K.A.R. 102-2-7(b) and the NASW Code of Ethics in regard to Case No. 07-BS-66.

WHEREFORE, the Board further agrees that at the conclusion of the suspended licensure period, upon determination of Licensee's compliance with the conditions stated herein and upon Board receipt of an acceptable application for reinstatement, the Board will consider reinstatement of Licensee's Bachelor Social Worker license.

WHEREFORE, the provisions above are consented to and are hereby made the final order of the Kansas Behavioral Sciences Regulatory Board which becomes effective on the date indicated in the Certificate of Service below.

IT IS SO ORDERED.

*Wesley Jones, Ph.D.*

Wesley Jones, Ph.D.  
Chair, Complaint Review Committee

**APPROVED AND CONSENTED TO:**

*Beth A. Gravette*

Beth A. Gravette, LBSW

*1/10/08*

Date

Date

Counsel for Respondent Licensee

**Certificate of Service**

This is to certify that on this 25<sup>th</sup> day of ~~December, 2007~~ <sup>January, 2008</sup> <sup>BFL</sup>, a true and correct copy of the above and foregoing Consent Agreement and Order was deposited in the U.S. mail, first class postage prepaid, addressed to:

Beth A. Gravette



[counsel]

*Bruno Kanger*

For the Board