

Before the West Virginia Board of Social Work**W. Va. Board of Social Work,****Complainant,****v.****Case No. 20185WS****Wanda F. Sluss, PL011613751,****Respondent.****Final Decision and Order**

In order to carry out its regulatory duties, the West Virginia Board of Social Work ("Board") is empowered to suspend, revoke, or otherwise discipline an individual's social work license if the person engaged in unprofessional and/or unethical conduct in violation of applicable statutes, rules, or ethical principles or standards. See W. Va. Code § 30-30-5; See W. Va. Code R. §25-6-4 *et seq.*

On August 29, 2019, the Board met and considered its designated Hearing Examiner's Findings of Fact, Conclusions of Law and Recommended Decision submitted August 5, 2019. After considering the Hearing Examiner's Findings of Fact, Conclusions of Law and Recommended Decision, and the underlying record adduced in this matter, the Board voted to adopt and accept the Hearing Examiner's Findings of Fact, Conclusions of Law and Recommended Decision.

Wherefore, having adopted and accepted the Hearing Examiner's Findings of Fact, Conclusions of Law and Recommended Decision, its contents are hereby incorporated in their entirety by reference in this Final Decision and Order. A copy of the same is attached to this Final Decision and Order.

1. Accordingly, it is ORDERED the Hearing Examiner's Findings of Fact, Conclusions of Law and Recommended Decision submitted August 5, 2019, is adopted and accepted.

2. It is ORDERED the Board has lawful authority to take disciplinary action against the Respondent, Wanda F. Sluss, License No. PL011613751, insofar as the Hearing Examiner found that the Board proved by a preponderance of the evidence, through consistent, reliable, and credible witnesses, testimony, and documentation that Respondent, in the course of, and resulting from, her employment as a DHHR Child Protective Services Caseworker, generated a false, deceptive, or fraudulent Child Protective Services Family Functioning Assessment report. Respondent's fabrications in her documentation resulted in a lack of credibility on her part and a potential threat to the safety and well-being of the child.

3. The Hearing Examiner concluded that Respondent engaged in unprofessional or unethical practices and acts and failed to comply with applicable laws, rules, regulations or codes of conduct pertaining to licensed social workers in West Virginia. Also, Respondent failed and/or refused to respond to the notices, letters, complaints, or other correspondence sent to her from the Board addressing the matter.

4. The Hearing Examiner further concluded that the conduct of the Respondent constituted grounds for disciplinary action pursuant to W. Va. Code § 30-1-8; W. Va. Code § 30-30-26; W. Va. Code R. § 25-1-4.3; W. Va. Code R. § 25-6-4; and the Code of Ethics of the National Association of Social Workers ("NASW Code of Ethics").

5. Therefore, it is ORDERED Respondent's provisional social work license shall be revoked immediately.

6. Beginning on the date of execution of this Final Decision and Order, Respondent shall be prohibited from seeking a social work license for a period of four (4) years. Should Respondent ever be granted a social work license after this prohibition period, she shall be placed on probation for a period of two (2) years. During this period of probation, and at her own expense, Respondent shall practice social work only under the direct supervision of a licensed social worker of the Board's choosing, who shall cosign all work completed by Respondent. The parties shall execute a supervisory agreement outlining the terms of supervision prior to initiation of such supervision.

7. The Board shall report this matter to the Disciplinary Action Reporting System (DARS) who is the agent for West Virginia in reporting matters to the Health Integrity Practitioner's Data Bank (HIPDB) as set forth in Federal Law; or other recognized national and state disciplinary action reporting organization, licensing agency, professional association or society, community organization, employers of social workers, the public, or other agencies, institutions, and organizations.

8. It is ORDERED Respondent reimburse the Board for administrative costs in the investigation and disposition of this matter, which includes the cost of the hearing examiner, court reporter, and hearing transcript. Such costs shall be paid to the Board within 90 days of the issuance of an invoice by the Board.

Pursuant to W. Va. Codes §§ 30-30-28 and 29A-5-4, any party adversely affected by this Final Decision and Order has the right to appeal it by a filing a petition for appeal in either the Circuit Court of Kanawha County or in the circuit court in the county in which the party resides or does business. Such appeal must be filed within 30 days of the date the party receives this Final Decision and Order.

ENTERED THIS 10 DAY OF September, 2019.

A handwritten signature in blue ink, reading "Rita M. Brown", is written over a horizontal line.

Rita M. Brown, Chairperson
West Virginia Board of Social Work

BEFORE THE WEST VIRGINIA BOARD OF SOCIAL WORK

WEST VIRGINIA BOARD OF SOCIAL WORK,
Complainant,

v.

Case No. 20185WS

WANDA F. SLUSS, PL011613751,
Respondent.

FINDINGS OF FACT, CONCLUSIONS OF LAW AND RECOMMENDED DECISION

This is a matter involving a disciplinary proceeding filed by the Complainant, the West Virginia Board of Social Work ("the Board"), against the Respondent, Wanda F. Sluss, Licensee No. PL011613751. The Complainant alleged that the Respondent engaged in unprofessional or unethical conduct, behavior, practices or acts that constituted a willful departure from accepted professional standards and ethical practices relevant to social workers licensed in the State of West Virginia. Specifically, the Complainant alleged that the Respondent, in her capacity as a Child Protective Services ("CPS") Social Worker, reported that she had interviewed or spoken with certain persons during the course of an abuse and neglect investigation, but did not actually do so. The Respondent purportedly generated a false, deceptive or fraudulent investigative CPS report. The Board alleged that the actions of the Respondent form a sufficient basis for disciplinary action pursuant to the provisions of *W.Va. Code* § 30-30-1, *et seq.*, the *W.Va. Code of State Rules* §25-1-4.3 and §25-6-4, and the Code of Ethics of the National Association of Social Workers.

PROCEDURAL HISTORY

On April 9, 2018, Michelle Massaroni, Community Services Manager for the West Virginia Department of Health and Human Resources, filed a Complaint with the West Virginia

Board of Social Work alleging that the Respondent, Wanda F. Sluss, had engaged in conduct that potentially compromised the safety of children in the CPS system, as well as the credibility of the Respondent as a provisionally licensed Social Worker. The Complaint alleged that during the course of conducting a CPS assessment of a child, the Respondent was supposed to interview or speak with collateral contacts but failed to do so. She documented, however, that she had indeed conducted at least three (3) interviews with collateral contacts, resulting in the generation of false, deceptive or fraudulent CPS reports.

After investigation of these allegations, the Board forwarded the Complaint to the Respondent on May 24, 2018, requesting a written response. The Respondent did not reply to the Complaint or letter. On August 3, 2018, the Board sent a follow-up letter, and again the Respondent did not provide any verbal or written response.

The Board then issued a Statement of Charges and Notice of Hearing on May 10, 2019. The Board duly served the Respondent by certified mail and by regular mail. The Board scheduled the administrative hearing for June 18, 2019, before the undersigned Hearing Examiner. The Complainant appeared at the hearing through Vickie James, Executive Director of the West Virginia Board of Social Work, and Mark S. Weiler, Deputy Attorney General, its counsel. The Respondent failed to appear.

Counsel for the Board submitted proposed findings of facts and conclusions of law on July 9, 2019. The Respondent did not file any further pleadings.

EXHIBITS

Complainant's Hearing Exhibits:

1. Statement of Charges, Notice of Hearing
2. Mail receipts
3. Certified mail letter to Respondent
4. Board letter of 5/24/18 to Respondent
5. Statement of Complaint
6. Board Letter of 8/3/18, to Respondent
7. DHHR letter to Respondent of 2/26/18 re predetermination conference
8. DHHR letter of dismissal to Respondent 4/5/18
9. E-mail from Alice Hamilton to Michelle Massaroni, 2/12/18
10. WV Safety Assessment and Management System Family Functioning Assessment
12/28/17
11. DHHR Report from Alice Hamilton

Other Records Considered:

1. Transcript of Hearing of June 18, 2019, and exhibits.
2. *National Association of Social Workers (NASW) Code of Ethics.*
3. *W.Va. Code of State Rules §25-1-4, et. seq.*

WITNESSES

1. Vicki James, Executive Director, West Virginia Board of Social Work.
2. Michelle Massaroni, Community Services Manager for the West Virginia Department
of Health and Human Resources.

3. Alice Hamilton, West Virginia Department of Health and Human Resources Bureau for Children and Families.

ISSUE

Whether the Respondent engaged in unprofessional or unethical behavior, practices or acts that constituted a willful departure from accepted standards of professional standards and ethical practices in violation of the provisions of *W.Va. Code § 30-30-1, et seq., W.Va. Code of State Rules §25-1-4.3 and §25-6-4*, and the *National Association of Social Workers (NASW) Code of Ethics*.

After a review of the record and the exhibits admitted into evidence and the testimony of witnesses, and assessing the credibility of the witnesses and weighing the evidence in consideration of the same, the undersigned Hearing Examiner makes the following findings of fact and conclusions of law and recommendation to the Board:

FINDINGS OF FACT

1. The West Virginia Board of Social Work ("the Board") is an administrative board created for the purpose of regulating the practice of social work in the State of West Virginia.
W.Va. Code §30-30-1, et seq.
2. The Board is empowered to suspend, revoke or otherwise discipline a social work licensee if the person engaged in unprofessional or unethical conduct in violation of the applicable statutes, rules or ethical or professional principles or standards. *W.Va. Code §30-30-5.*
3. If, after proper notice and opportunity for hearing, the Board finds that any licensee or permittee is guilty of unprofessional conduct which places the public at risk or intentionally violates legislative rules of the Board, the Board may take such disciplinary

action as it deems reasonable. The Board may deny or refuse to renew, suspend, restrict or revoke the license or permit of any licensee or permittee, or may impose probationary conditions upon the licensee or permittee.

4. The Respondent, Wanda F. Sluss, is a licensee of the Board, License No. PL011613751, and is a provisionally licensed social worker in the State of West Virginia. The Respondent is subject to the jurisdiction and authority of the Board and to the applicable licensing requirements.
5. At all times relevant herein, the Respondent was employed as a case worker with the Child Protective Services Division of the West Virginia Department of Health and Human Resources. She was charged with investigating cases of child abuse and neglect, interviewing parties and witnesses, compiling reports and files, and appearing in circuit court to testify about her investigations. [Michelle Massaroni, Transcript, pp. 20- 22.]
6. On April 5, 2018, the West Virginia Department of Health and Human Resources terminated the Respondent's employment as a case worker with Child Protective Services. The dismissal letter specifically stated: "Your actions have called your credibility into question as a witness and will legally compromise any case that is assigned to you. By not talking with the collaterals, caretakers, and factual documentation, the safety of the child was not fully assessed. Furthermore, falsifying case records poses a threat of further harm." [Exhibit No. 8.]
7. On April 9, 2018, Michelle Massaroni, Community Services Manager for the West Virginia Department of Health and Human Resources, filed a Complaint with the Board alleging that the Respondent, Wanda F. Sluss, had engaged in conduct that potentially

compromised the safety of children in the CPS system, as well as the credibility of the Respondent as a provisionally licensed Social Worker. The Complaint alleged that during the course of conducting a CPS assessment of a child, the Respondent was supposed to interview or speak with collateral contacts but failed to do so. She documented, however, that she had indeed conducted the interviews, resulting in the generation of false, deceptive or fraudulent CPS reports. [Exhibit No. 5.]

8. After investigation of these allegations, the Board forwarded the Complaint to the Respondent on May 24, 2018, requesting a written response. The Board mailed the letter and Complaint to the Respondent by certified mail, return receipt requested, and by regular mail. [Exhibits No. 2, 3, 4; Vicki James, Transcript, p. 11.] The Respondent did not reply to the Complaint or letter, nor did she attempt to contact anyone at the Board. [Vicki James, Transcript, p. 14.]
9. On August 3, 2018, the Board sent a follow-up letter, by certified mail and by regular mail, and again the Respondent did not provide any verbal or written response. [Exhibit No. 6; Vicki James, Transcript, p. 14.]
10. The Board issued a Statement of Charges and Notice of Hearing on May 10, 2019. [Exhibit No. 1.] The Board duly served the Respondent by certified mail and by regular mail. [Exhibit No. 2.] The Board scheduled the hearing for June 18, 2019, before the undersigned Hearing Examiner.
11. On June 18, 2019, the Complainant appeared at the hearing through Vickie James, Executive Director of the West Virginia Board of Social Work, and Mark S. Weiler, Deputy Attorney General, its counsel. The Respondent failed to appear.

12. Vicki James, Executive Director for the Board, testified as to the letters, notices and mailings to the Respondent. She confirmed that the Respondent never called or responded to any communication or notice from the Board. [Vicki James, Transcript, pp. 10-18.] Based upon the investigation report, Ms. James confirmed that the Board found probable cause to proceed forward with disciplinary action against the Respondent. [Vicki James, Transcript p. 18.]
13. Michelle Massaroni, Community Services Manager for the West Virginia Department of Health and Human Resources Mercer County Office, testified regarding the duties of the Respondent, who was employed as a child protective service worker. Ms. Massaroni explained that the Respondent was responsible for investigating allegations of abuse and neglect and operated under a provisional social worker's license. She was responsible for interviewing the children, siblings, alleged maltreaters, non-offending parents and collateral resources to gather information about the family. [Michelle Massaroni, Transcript, pp. 20- 22.]
14. Ms. Massaroni testified that one of the Circuit Court judges called Alice Hamilton, the CPS supervisor of Wanda Sluss, to report that the Respondent did not appear for a scheduled hearing. When Ms. Hamilton went to the hearing to cover for the Respondent, she discovered that the Respondent had in her case file notes that she had contacted several collateral witnesses. The witnesses, however, stated to Ms. Massaroni that they had not been contacted by anyone from the Department, including the Respondent. [Michelle Massaroni, Transcript, pp. 22 -23.]

15. Ms. Massaroni stated that the supervisor, Alice Hamilton, conducted an investigation regarding the actions or inactions of the Respondent, contacted witnesses and collateral sources and gathered additional information. Ms. Massaroni then scheduled a pre-determination conference with the Respondent, during which she had the opportunity to have input into the concerns brought to their attention. [Exhibit No. 7; Michelle Massaroni, Transcript, pp. 23 - 24.]
16. During the pre-determination conference the Respondent acknowledged knowing there was a court hearing, but not appearing for that Hearing. She indicated she believed she had spoken with two of the collateral witnesses, but one of them she could not remember for sure. She could not offer any evidence to support her statements. [Michelle Massaroni, Transcript, p. 25.]
17. On April 5, 2018, the West Virginia Department of Health and Human Resources terminated the employment of the Respondent. [Exhibit No. 8; [Michelle Massaroni, Transcript, p. 27.] The decision was based upon DHHR policies, specifically Policy 2108 regarding employee conduct, the *National Association of Social Workers Code of Ethics* regarding the integrity of a social worker, and the Respondent's putting false or inaccurate information on an assessment. The Department did not believe the Respondent was honest in her dealings as a licensed social worker. [Michelle Massaroni, Transcript, pp. 27-28.]
18. The Respondent did not file for unemployment compensation, nor did she file a grievance over her termination. [Michelle Massaroni, Transcript, p. 29.]

19. Ms. Massaroni opined at the administrative hearing that there was a possibility that the child in the case could have been in danger. Without knowing the information obtained from the collateral witnesses, there could have been safety issues of which the Department was not aware. The documentation made by the Respondent indicated very positive reports from the collaterals, which were not accurate. [Michelle Massaroni, Transcript, p. 54.]
20. Alice Hamilton from the West Virginia Department of Health and Human Resources Bureau for Children and Family testified about her supervision of the Respondent. At the time in question, Ms. Hamilton was a Child Protective Services Supervisor in Mercer County. She supervised both intake and ongoing CPS workers for duties regarding court work, investigations, non-court work with families and children. [Alice Hamilton, Transcript, p. 31.]
21. Ms. Hamilton testified that she was the direct supervisor of Wanda Sluss, who performed investigation work on cases assigned through centralized intake. The Respondent would sometimes be required to appear in court. [Alice Hamilton, Transcript, p. 32.]
22. Ms. Hamilton described an incident in which she was in a meeting with Michelle Massaroni and others when Ms. Massaroni received a phone call that the Respondent was not at a court hearing and the judge was ordering someone to appear immediately. Ms. Hamilton and another supervisor went to the circuit court to appear and the hearing. While there, Ms. Hamilton spoke with the guardian ad litem, the grandparents of the child and others, who confirmed that they had never met Wanda Sluss, had never spoken to her

and had played no part in the alleged investigation. [Alice Hamilton, Transcript, pp. 34-35.]

23. As a result of the confusion over the investigation, the guardian ad litem asked the court for a continuance. [Alice Hamilton, Transcript, p. 36.]

24. Ms. Hamilton sent an e-mail to the Respondent explaining what had occurred at the hearing and outlining her concerns about her handling of the investigations. [Exhibit No. 9; Alice Hamilton, Transcript, p. 35.]

25. Ms. Hamilton conducted her own investigation into the abuse and neglect case and contacted the individuals that the Respondent had named as her sources of information, visits and communication. Many of the collateral sources told Ms. Hamilton they had never spoken to the Respondent, that she had never visited with them or the children and/or had never called them. Ms. Hamilton concluded that the Respondent had never made the contacts she listed in her reports. [Alice Hamilton, Transcript, pp. 38-46.]

26. Ms. Hamilton opined that the primary concern with falsification of documentation are the social worker's ethical principles, the damage to her credibility and whether the worker could be trusted to determine the safety of a child. Such actions would not present an accurate assessment of the situation, which could place a child at risk of harm. [Alice Hamilton, Transcript, pp. 45 - 47.] The actions or inactions of the Respondent negatively impacted the Department's ability to do its job. [Alice Hamilton, Transcript, p. 51.]

27. Ms. Hamilton made her report to her supervisors and attended the pre-determination meeting with the Respondent. She also attended the final meeting with the Respondent,

who could not provide any evidence of any visits or telephone calls. [Alice Hamilton, Transcript, pp. 48- 49.]

28. The Respondent did not attend the administrative hearing, even though she was given proper notice of the same, nor did she submit any evidence that would contradict the testimony and exhibits submitted by the Board. The Respondent had every opportunity to appear, testify and cross-examine witnesses, but failed to do so.
29. Counsel for the Board submitted proposed findings of facts and conclusions of law on October 15, 2018. The Respondent did not file any further pleadings.

DISCUSSION

The provisions of *W.Va. Code* §30-30-1, *et seq.* and the *W.Va. Code of State Rules* §25-1-1, *et seq.* permit the West Virginia Board of Social Work to discipline any licensed social worker when it finds probable cause to believe that the licensee has engaged in unprofessional and/or unethical conduct in violation of applicable statutes, rules or ethical principles or standards. The Board may discipline a licensee only upon satisfactory proof that the social worker engaged in the questionable activity. Disciplinary action against a licensee of the Board must be predicated upon a preponderance of the evidence. *Orr v. Crowder*, 315 S.E.2d 593 (W.Va. 1983.)

The underlying facts that formed the basis for the initial investigation of this matter and the subsequent discharge of the Respondent are not in dispute. The Respondent, Wanda F. Sluss, was a social worker for Child Protective Services, a division of the West Virginia Department of Health and Human Resources. As such, she was charged with talking to crucial

witnesses in a child abuse and neglect cases, visiting with the children, parents, relatives and other collateral witnesses, documenting her findings and attending court Hearings.

The witnesses presented by the Board at the administrative Hearing were credible and their testimony was detailed with regard to the underlying facts and the notices and other procedural safeguards afforded the Respondent in this matter. The Respondent clearly had notice of all proceedings and obviously did not respond to the same.

The uncontroverted evidence established by the Board shows that the Respondent did not meet with parties or witnesses as noted in her files; did not visit with them as documented; and failed to attend a required court hearing. Her dereliction of duties resulted in a circuit court judge calling her supervisor to ask that someone from the Department attend the hearing. Once there, the inconsistencies of the Respondent's report resulted in a request for a continuance of the hearing, which obviously delayed the resolution of the matter and the permanency of the child's placement. As noted by the Board's witnesses, the Respondent's fabrications in her documentation of the case resulted in a lack of credibility on her part and a potential threat to the safety and well-being of the child.

The Board gave the Respondent every opportunity to respond to the complaint made by the Department and to appear before the Board and defend herself. The Respondent not only failed to answer or respond to the letters, notices and complaints, she also failed to appear at the administrative hearing and further failed to tender any evidence or documents that would contradict the evidence, testimony and documents submitted by the Board. The actions of the Respondent clearly indicate that she cares little for her license as a social worker.

The Respondent's actions are clearly grounds for disciplinary action pursuant to the provisions of *W.Va. Code §30-30-1, et seq.*; are in violation of the provisions of the *National Association of Social Workers Code of Ethics*, *W.Va. Code of State Rules §25-1-4* and other applicable statutes, rules and policies.

CONCLUSIONS OF LAW

1. The West Virginia Board of Social Work ("the Board") is a state entity created pursuant to the provisions of *W.Va. Code §30-30-1, et seq.* and is charged with regulating the practice of social work in West Virginia.
2. The Board is empowered to suspend or revoke the license of a social worker, or to otherwise discipline a licensee if the person engaged in unprofessional and/or unethical conduct in violation of the applicable statutes, rules or ethical principles or standards related to social work. *W.Va. Code §30-30-5.*
3. At all times relevant to this matter, the Respondent, Wanda F. Sluss, was a provisionally licensed social worker in the State of West Virginia, holding License No. PL011613751. As such, the Respondent is subject to the jurisdiction and authority of the board and all applicable licensing requirements.
4. Pursuant to the provisions of *W.Va. Code §30-30-26(g)*, the Board may, after notice and opportunity for hearing, deny or refuse to renew, suspend, restrict or revoke the license or permit of any licensee or permittee who engages in unprofessional conduct which places the public at risk or intentionally violates legislative rules of the Board. The Board may also impose probationary conditions upon the licensee or permittee or take such disciplinary action as the Board deems necessary and reasonable.

5. The Board properly and timely served the Respondent with the Statement of Charges and Notice of Hearing by both certified mail and regular mail. As such, the Board was within its power to proceed with the administrative hearing despite the Respondent's failure to respond or appear.
6. Pursuant to the provisions of *W.Va. Code of Rules §25-1-4*, a social worker licensee or permittee is required to abide by the provisions of the *National Association of Social Workers (NASW) Code of Ethics*.
7. The ethical principles set forth in the *NASW Code of Ethics* state that a social worker is expected to behave in a trustworthy manner and elevate service to others above self-interest.
8. A social worker's primary responsibility is to promote the well-being of clients. (*NASW Code of Ethics*, Standard 1.01: Commitment to Clients.)
9. Social workers are expected to take reasonable steps to ensure that documentation is accurate and reflects the services provided. (*NASW Code of Ethics*, Standard 3.04(a): Client Records.)
10. Social workers are expected not to participate in, condone or be associated with dishonesty, fraud or deception. (*NASW Code of Ethics*, Standard 4.04: Dishonesty, Fraud and Deception.)
11. Social workers are expected to work toward the maintenance and promotion of high standards of practice. (*NASW Code of Ethics*, Standard 5.01(a): Integrity of the Profession.)

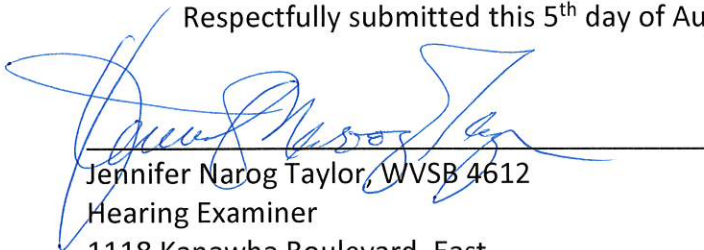
12. Social workers are expected to report evaluation findings accurately. Social workers should not fabricate or falsify results. (*NASW Code of Ethics*, Standard 5.02(0): Evaluation and Research.)
13. The Board bears the burden of proving the allegations in its Complaint by a preponderance of the evidence. *Orr v. Crowder*, 315 S.E.2d 593 (W.Va. 1983.)
14. The Board has shown by a preponderance of the evidence through consistent, reliable and credible witnesses, testimony and documentation that the Respondent generated a false, deceptive or fraudulent Child Protective Services Family Functioning Assessment report.
15. The Board established by a preponderance of the evidence that the Respondent failed and/or refused to respond to the notices, letters, complaints or other correspondence sent to her from the Board.
16. The Respondent had sufficient and proper notice of the Complaint and the Notice of Hearing and failed to respond or appear.
17. The evidence and testimony presented by the Board established by a preponderance of the evidence that the Respondent engaged in unprofessional or unethical conduct, practices and acts and has failed to comply with the applicable laws, rules, regulations or codes of conduct pertaining to licensed social workers in West Virginia.
18. The conduct of the Respondent constitutes grounds for disciplinary action pursuant to the provisions of *W.Va. Code* § 30-1-8, *W.Va. Code* § 30-30-26; *W.Va. Code R.* §25-1-4-3, *W.Va. Code R.* §25-6-1, *et seq.*, *W.Va. Code R.* §25-7-2 and *NASW Code of Ethics*.

19. The Board has met its burden of proof in this matter by a preponderance of the evidence and shall discipline the Respondent accordingly.
20. The Board may seek reimbursement for all administrative costs generated in the investigation and disposition of this matter, including, but not limited to, the cost of the Hearing Examiner, court reporter and Hearing transcript.

RECOMMENDATION

Based on the foregoing Findings of Fact and Conclusions of Law, and on the basis of the evidence, the undersigned Hearing Examiner recommends that the Board of Social Work take such disciplinary action against the Respondent, Wanda F. Sluss, and her license as is deemed reasonable and just under the circumstances. Such action may include the suspension, restriction or revocation of the license or permit; the imposition of probationary conditions upon the license of the Respondent; or such other disciplinary action permitted by law, and the imposition of costs.

Respectfully submitted this 5th day of August 2019.



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