

BEFORE THE MINNESOTA

BOARD OF EXECUTIVES FOR LONG-TERM SERVICES AND SUPPORTS

In the Matter of
Jawahir Aden, LALD
License No. 3265

**STIPULATION AND
CONSENT ORDER**

IT IS HEREBY STIPULATED AND AGREED by Jawahir Aden, LALD (“Licensee”), and the Minnesota Board of Executives for Long-Term Services and Supports (“Board”) Standards of Practice Committee (“Committee”) as follows:

I.

JURISDICTION

1. The Board is authorized pursuant to Minnesota Statutes chapter 144A to license and regulate assisted living directors and to take disciplinary action as appropriate.

2. Licensee holds a license from the Board to practice as an assisted living director in the State of Minnesota and is subject to the jurisdiction of the Board with respect to the matters referred to in this Stipulation and Consent Order.

II.

BACKGROUND

3. The Committee is represented by Alex Mountain, Assistant Attorney General. Licensee is self-represented in this matter.

4. The Committee held a conference with Licensee on December 1, 2025 to review the facts of this matter. After careful consideration of the information and discussion at the conference, the Committee determined it could resolve this matter by Stipulation and Consent Order as outlined.

III.
FACTS

5. On October 25, 2021, the Board granted Licensee a license to practice as an Assisted Living Director (“ALD”) in Minnesota.

6. On January 28, 2025, the Board approved Licensee for a shared assignment for Independent Group Home Inc (HFID: 39405).

7. Licensee has been and is currently listed as the Director of Record for the following facilities:

Facility Name	HFID Number	Start Date	End Date
Partners In Care Inc	36449	6/2/2024	9/1/2024
Independent Group Home Inc (Shared Assignment)	39405	11/6/2024	--
Garden Home	37567	1/25/2025	5/26/2025
Independent Group Home Inc	39405	5/27/2025	---

8. In February 2025, Licensee requested clarification from the Board whether shared assignment applications need to be completed even when the assignment was temporary. The Board responded that a shared assignment application was required.

9. In April 2025, the Board received information from Mission Hills (HFID: 34758), that Licensee was the Director of Record. Licensee did not complete, nor was granted, share assignment from the Board for Mission Hills.

10. On May 6, 2025, Licensee acknowledged, in email correspondence to the Board, that they were “gonna add Mission Hills to [. . .] shared directorship but got held up.” Licensee stated they would apply for shared assignment for Mission Hills by the end of the day. The Board

did not receive a shared assignment application for Mission Hills. Licensee stated that they changed their mind and ultimately did not work as the DOR at Mission Hills.

11. On May 8, 2025, the Minnesota Department of Health (“MDH”) completed a survey at Garden Home, while Licensee was the DOR. MDH cited Garden Home for a level two violation based upon Licensee’s failure to timely provide resident records when requested. MDH additionally cited the facility for a level three violation based upon Licensee’s failure to ensure accurate individualized abuse prevention plans.

12. On June 12, 2025, the Minnesota Department of Health (“MDH”) completed a survey at Independent Group Home, while Licensee was the DOR. MDH cited the facility for a level three violation based upon Licensee’s failure to timely provide resident records when requested. MDH additionally cited the facility for a level three violation based upon Licensee’s failure to provide appropriate care and services to a resident. The facility failed to provide the resident a renal diet, failed to ensure transportation to dialysis and medical appointments, and failed to monitor the resident’s blood pressure. This resulted in harm to the resident, who required hospitalization.

13. During an MDH investigation of Caring Hearts Home Care, which concluded on or around October 1, 2025, Licensee completed an interview impersonating an unlicensed staff at the facility.

14. During a subsequent video interview with MDH, Licensee stated that she had been working with the owner of Caring Hearts on and off over the past year or two helping with facility compliance and policies. Licensee admitted to conducting the previous interview with MDH while impersonating an unlicensed staff member at Caring Hearts. According to Licensee, she was threatened by the owner of Caring Hearts.

IV.
REGULATIONS

15. The Board views Licensee's conduct as inappropriate in such a way as to require Board action under Minnesota Rules 6400.7085, subpart B (requiring Licensee to submit an application for shared director licensure) and 6400.7095, subparts 1.G. (acts of misconduct); 1.H. (dishonest conduct); 1.I. (unprofessional conduct). Licensee agrees that the conduct cited above constitutes a reasonable basis in law and fact to justify the disciplinary action provided for in this Stipulation and Consent Order.

V.
REMEDY

The parties agree the Board may take the following disciplinary action and require compliance with the following terms:

A. Civil Penalty

16. Licensee shall pay to the Board a **CIVIL PENALTY** of \$2,500 within six months of the date this Stipulation and Consent Order is adopted by the Board. Licensee shall mail her payment to the Board of Executives for Long-Term Services and Supports, c/o Stephen Jobe, Executive Director, 335 Randolph Avenue, Suite 210-B, St. Paul, MN 55102.

B. Stayed Suspension

17. Upon this Stipulation and all of the files, records, and proceedings herein, and without any further notice or hearing herein, Licensee consents that until further order of the Board, the Board may make and enter an order **SUSPENDING** Licensee's license to practice as a licensed assisted living director in the State of Minnesota. The suspension is **STAYED** upon the following conditions:

C. Conditions

a. ***Education.*** Within three (3) months of the date of this Order, Licensee shall arrange to enroll in, and complete, no less than eight (8) hours of education on the topics of professionalism and ethics. This education shall not count toward the continuing education requirements provided in Minnesota Rule 6400.7020. Licensee must obtain preapproval from the Committee for the course(s) that Licensee selects. To secure preapproval, Licensee shall submit to the Committee a course description, including course objectives and the instructor's name and applicable credentials. Within thirty (30) days of completion of the preapproved course(s), Licensee shall submit a three-page paper describing the course(s) she completed and what he learned from the course(s). Successful completion of the course(s) shall be determined at the sole discretion of the Committee and verified by Licensee's submission of official certificates indicating completion of the preapproved course(s). Licensee shall be responsible for any expenses associated with this education.

b. ***Compliance with MDH.*** Licensee and the facility at which Licensee is the Director of Record shall remain in compliance with the Minnesota Department of Health's ("MDH") rules and regulations. Any issuance of a level three, four or five violation of a facility that Licensee owns, or in which she is the listed DOR, shall be a violation of this Order. Additionally, any maltreatment findings for either Licensee or the facility in which Licensee is an owner or the listed DOR shall be considered a violation of this Order.

D. Limitations

18. ***No Shared Assignment.*** Licensee may not serve as an LALD for more than one facility at a time. All former shared assignments issued under their license shall be void and will be expired.

19. ***No Mentorship.*** Licensee may not serve as a Mentor to an applicant for assisted living licensure, or to an Assisted Living Director In Residence (ALDIR).

E. Removal of the Stay of Suspension and Limitations

20. Following at least two (2) years from the date that this Stipulation and Consent Order is adopted and upon completing the conditions set forth in paragraph 17, Licensee may petition to have the stayed suspension and limitations removed from Licensee's license. Licensee may be required to meet with the Committee upon petitioning. Licensee shall have the burden of proving that Licensee has complied with the conditions and limitations and that Licensee is qualified to safely and competently practice as an assisted living director in the State of Minnesota. Licensee's compliance with the foregoing requirements shall not create a presumption that the stayed suspension should be removed. Upon consideration of the evidence submitted by Licensee or obtained through Board investigation, the Committee may remove the stayed suspension and limitations imposed by this Stipulation and Consent Order.

VI.

CONSEQUENCES FOR NONCOMPLIANCE

21. It is Licensee's responsibility to ensure all documents, reports, or other materials required to be filed with the Board pursuant to this Stipulation and Consent Order are timely filed by those preparing the report, evaluation, or documentation. Failure to file reports on or before their due date is a violation of this Stipulation and Consent Order. The information contained in the reports, evaluations, and documentation shall be submitted to the Board by United States Mail, courier, electronic mail addressed to the Executive Director, or personal delivery only. The Board's mailing address is 335 Randolph Avenue, Suite 210-B, St. Paul, Minnesota 55102.

A. Noncompliance With Requirements for Stayed Suspension

22. If the Committee has probable cause to believe Licensee has failed to comply with or has violated any of the requirements for staying the suspension as outlined in paragraph 17 above, the Committee may remove the stayed suspension pursuant to the procedures outlined in paragraph 23 below.

a. The removal of the stayed suspension shall take effect upon service of an Order of Removal of Stayed Suspension (“Order of Removal”). Licensee agrees that the Committee is authorized to issue an Order of Removal, which shall remain in effect and shall have the full force and effect of an order of the Board until the Board makes a final determination pursuant to the procedures outlined in paragraph 24 below. The Order of Removal shall confirm the Committee has probable cause to believe Licensee has failed to comply with or has violated one or more of the requirements for staying the suspension of Licensee’s license. Licensee further agrees that an Order of Removal issued pursuant to this paragraph shall be deemed a public document under the Minnesota Government Data Practices Act. Licensee waives any right to a hearing before removal of the stayed suspension.

b. The Committee shall schedule the hearing pursuant to paragraph 23 below to be held within 60 days of date of the Order of Removal.

B. Noncompliance With Stipulation and Consent Order

23. If Licensee fails to comply with or violates this Stipulation and Consent Order, the Committee may, in its discretion, seek additional discipline either by initiating a contested case proceeding pursuant to Minnesota Statutes chapter 14 or by bringing the matter directly to the Board pursuant to the following procedure:

a. The Committee shall schedule a hearing before the Board. At least 20 days before the hearing, the Committee shall mail Licensee a notice of the violation(s) alleged by the Committee. In addition, the notice shall designate the time and place of the hearing. Within ten days after the notice is mailed, Licensee shall submit a written response to the allegations. If Licensee does not submit a timely response to the Board, the allegations may be deemed admitted.

b. The Committee, in its discretion, may schedule a conference with Licensee prior to the hearing before the Board to discuss the allegations and to attempt to resolve the allegations through agreement.

c. Prior to the hearing before the Board, the Committee and Licensee may submit affidavits and written argument in support of their positions. At the hearing, the Committee and Licensee may present oral argument. Argument shall not refer to matters outside the record. The evidentiary record shall be limited to the affidavits submitted prior to the hearing and this Stipulation and Consent Order. Unless stated otherwise in this Stipulation and Consent Order, the Committee shall have the burden of proving by a preponderance of the evidence that a violation has occurred. If Licensee has failed to submit a timely response to the allegations, Licensee may not contest the allegations, but may present argument concerning the appropriateness of additional discipline. Licensee waives a hearing before an administrative law judge, discovery, cross-examination of adverse witnesses, and other procedures governing hearings pursuant to Minnesota Statutes chapter 14.

d. Licensee's correction of a violation prior to the conference, hearing, or meeting of the Board may be taken into account by the Board but shall not limit the Board's authority to impose discipline for the violation. A decision by the Committee not to seek discipline when it first learns of a violation will not waive the Committee's right to later seek discipline for

that violation, either alone or in combination with other violations, at any time while Licensee's license is suspended or the suspension is stayed.

e. Following the hearing, the Board will deliberate confidentially. If the allegations are not proved, the Board will dismiss the allegations. If a violation is proved, the Board may impose additional discipline.

f. Nothing herein shall limit the Committee's or the Board's right to temporarily suspend Licensee's license pursuant to Minnesota Statutes sections 214.077 or 148.755, based on a violation of this Stipulation and Consent Order or based on conduct of Licensee not specifically referred to herein.

VII.

ADDITIONAL INFORMATION

24. Licensee is responsible for all costs incurred as a result of compliance with this Stipulation and Consent Order.

25. In the event Licensee resides or practices outside the State of Minnesota, Licensee must promptly notify the Board in writing of the location of their residence and all work sites. Periods of residency and practice outside of Minnesota will not apply to the reduction of any period of Licensee's suspended license in Minnesota unless Licensee demonstrates that the practice in another state conforms completely with this Stipulation and Consent Order.

26. In the event the Board in its discretion does not approve this settlement, this Stipulation is withdrawn and shall be of no evidentiary value and shall not be relied upon nor introduced in any disciplinary action by either party hereto except that Licensee agrees that should the Board reject this Stipulation, and if this case proceeds to hearing, Licensee will assert no claim

that the Board was prejudiced by its review and discussion of this Stipulation or of any records relating hereto.

27. Licensee waives any further hearings on this matter before the Board to which Licensee may be entitled by Minnesota or United States constitutions, statutes, or rules and agrees that the order to be entered pursuant to the stipulation shall be the final order herein.

28. Licensee hereby knowingly and voluntarily waives any and all claims against the Board, the Office of the Minnesota Attorney General, the State of Minnesota and their agents, employees, and representatives which may otherwise be available to Licensee relative to the action taken or authorized against Licensee's license to practice as a licensed assisted living director under this stipulation.

29. Either party may seek enforcement of this Stipulation and Consent Order in any appropriate civil court. Licensee hereby acknowledges that they have read and understand this Stipulation and has voluntarily entered into the Stipulation without threat or promise by the Board or any of its members, employees, or agents. This Stipulation contains the entire agreement between the parties, there being no other agreement of any kind, verbal or otherwise, which varies the terms of this Stipulation.

VIII.

DATA PRACTICES NOTICES

30. This Stipulation and Consent Order constitutes disciplinary action by the Board and is classified as public data pursuant to Minnesota Statutes section 13.41, subdivision 5. This Stipulation and Consent Order is a public document and will be sent to all appropriate data banks and entities consistent with Board policy.

CONSENT:

LICENSEE


JAWAHIR ADEN, LALD

Dated: 4/10/26

**FOR THE STANDARDS OF
PRACTICE COMMITTEE**

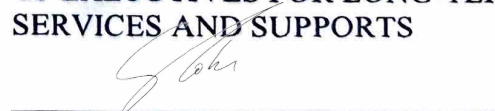

BOARD MEMBER

Dated: 4/15/2026

ORDER

Upon consideration of the Stipulation and all the files, records, and proceedings herein, the terms of the Stipulation are approved and adopted, and the recommended remedy set forth in the Stipulation is hereby issued as an Order of this Board effective this 22 day of April, 2026.

**MINNESOTA BOARD
OF EXECUTIVES FOR LONG-TERM
SERVICES AND SUPPORTS**


STEPHEN JOBE
Executive Director