

**BEFORE THE MINNESOTA  
BOARD OF BEHAVIORAL HEALTH AND THERAPY**

In the Matter of  
Paige J. Robillard, LADC  
License Number 303407

**STIPULATION AND  
CONSENT ORDER**

IT IS HEREBY STIPULATED AND AGREED by Paige J. Robillard, LADC (“Licensee”), and the Minnesota Board of Behavioral Health and Therapy (“Board”) as follows:

1. During all times herein, Licensee has been and now is subject to the jurisdiction of the Board from which she holds a license to practice alcohol and drug counseling in the State of Minnesota.

**FACTS**

2. The Board finds the following:

a. From approximately January 2012 to May 2013, Licensee engaged in a personal relationship with a former client, which included exchanging letters, Facebook, text, and telephone communications as well as visiting the former client at his half-way house. Licensee and the former client engaged in physical intimacies.

b. In August 2012, Licensee spoke with the former client while Licensee was at a facility working as a licensed alcohol and drug counselor.

c. On October 22, 2012, Licensee signed a settlement agreement with the North Dakota Board of Addiction Counseling Examiners agreeing to a one-year revocation of her license for violating her code of ethics based on her inappropriate relationship with the former client.

## REGULATIONS

3. The Board views Licensee's conduct as described in paragraph 2 above to be in violation of statutes and rules enforced by the Board. Licensee agrees that the conduct cited above constitutes a violation of Minn. Stat. § 148F.09, subd. 1(1) (violation of a statute or rule of the Board); Minn. Stat. § 148F.09, subd. 1(3) (unprofessional conduct); and Minn. Stat. § 148F.09, subd. 1(6) (license revocation in another jurisdiction); and constitutes a reasonable basis in law and fact to justify the disciplinary action provided for in this order.

## REMEDY

4. Upon this stipulation and without any further notice or proceedings, the Board hereby issues the following order:

a. **Reprimand.** Licensee is formally REPRIMANDED for engaging in the conduct and violations described in paragraphs 2 and 3 above.

The Board hereby places the following CONDITIONS on Licensee's license:

b. **Individualized Professional Boundaries Training Course.** Within 60 days of the date this Stipulation and Consent Order is adopted by the Board, Licensee shall arrange to enroll in an individualized professional boundaries training course. The Committee will provide Licensee with a list of such courses, which have been approved, for the purposes of satisfying this requirement. If the Committee and Licensee concur that there is sufficient reason for Licensee not to enroll in any of the courses the Committee has listed, Licensee shall submit to the Committee for pre-approval a syllabus that includes goals, objectives, assignments, projects, methods, and frequency of evaluation for a similar individualized professional boundaries training course. Licensee shall also submit the course instructor's *curriculum vitae* to the

Committee for its pre-approval of the instructor. The instructor shall be either a licensed professional clinical counselor or a licensed psychologist. Licensee shall complete the course within one (1) year from the date this Stipulation and Consent Order is adopted by the Board. All fees for the course shall be paid by Licensee. Successful completion of the boundaries course shall be determined by the Board's Complaint Resolution Committee ("Committee").

c. **Report on Boundaries Course from Licensee.** Within 30 days of completing the professional boundaries course referenced above, Licensee shall submit a report to the Committee which provides and addresses:

1) The dates Licensee began and completed the boundaries training course;

2) A detailed discussion of what Licensee has learned from the boundaries training course, including Licensee's comprehension and knowledge of boundary issues, as well as various ethical issues encountered in practice, and how this course will affect her practice in the future;

3) A detailed discussion of each boundary violation that occurred regarding the circumstances described in paragraph 2 above, including (a) how Licensee came to violate these boundaries; (b) the manner in which Licensee violated these boundaries; (c) the specific harm to specific individuals that resulted or could have resulted from the boundary violations; and (d) how Licensee now believes the boundary violations could have been averted;

4) A detailed discussion of the specific ways this course will affect Licensee's practice in the future;

5) Licensee's reasons for believing she is capable of conducting herself in a fit, competent, and ethical manner in the practice of licensed alcohol and drug counseling; and

6) Any other information Licensee believes would assist the Board in its ultimate review of this matter.

d. **Report on Boundaries Course from Instructor.** Within 60 days of completing the professional boundaries course referenced above, Licensee shall cause to be submitted to the Committee a report from the instructor of the professional boundaries course. This report shall address:

1) The extent of Licensee's participation in the course;

2) Confirmation that the instructor has reviewed a copy of this Stipulation and Consent Order;

3) The instructor's assessment of Licensee's knowledge obtained from the course and opinion as to Licensee's recognition of boundary issues and Licensee's ethical fitness to engage in the practice of licensed alcohol and drug counseling; and

4) Any other information the instructor believes would assist the Board in its ultimate review of this matter.

e. **Supervision.** Before Licensee begins practicing as a Licensed Alcohol and Drug Counselor, she shall arrange for supervision of her practice to begin as soon as she starts practicing and to last for no less than twelve (12) months of continued practice. Licensee may select up to three (3) candidates for consideration and approval by Board staff. If Licensee is unable to select candidates for supervising her practice, Board staff will select the supervisor. The supervision shall include monitoring and review of Licensee's client records and notes to

identify any deficiencies or potential problems in Licensee's practice, as well as a review of Licensee's practices, including her decision-making and boundaries management skills. All costs associated with the supervision shall be paid by Licensee. Licensee shall cause the supervisor to submit a written report to the Committee every three months, which shall provide and/or address:

- 1) Verification that the supervisor has received a copy of this Order;
- 2) Identification of any deficiencies or potential problems with Licensee's practice, including, but not limited to, her interactions with clients;
- 3) Any corrective actions that have been taken to remedy any deficiencies or potential problems in Licensee's practice;
- 4) The supervisor's assessment of Licensee's decision-making and boundaries management skills;
- 5) Any additional information the supervisor believes would assist the Board in its ultimate review of this matter.

Upon Licensee's satisfactory completion of the professional boundaries course and after 12 months of satisfactory supervised practice, Licensee may petition the Committee for an unconditional license.

5. If any due date required by this Stipulation and Consent Order is not met, the Board's Complaint Resolution Committee ("Committee") may fine Licensee \$100 per violation. Licensee shall pay the fine and correct the violation within five days after service on Licensee of a demand for payment and correction. If Licensee fails to do so, the Committee may impose additional fines not to exceed \$500 per violation. The total of all fines may not exceed \$10,000. Licensee waives the right to seek review of the imposition of these fines under the

Administrative Procedure Act, by *writ of certiorari* under Minn. Stat. § 480A.06, by application to the Board, or otherwise. Neither the imposition of fines nor correction of the violation will deprive the Board of the right to impose additional discipline based on the violation.

6. If Licensee shall fail, neglect, or refuse to fully comply with each of the terms, provisions, and conditions herein, the Committee shall schedule a hearing before the Board. The Committee shall mail Licensee a notice of the violation alleged by the Committee and of the time and place of the hearing. Licensee shall submit a response to the allegations at least three days prior to the hearing. If Licensee does not submit a timely response to the Board, the allegations may be deemed admitted.

At the hearing before the Board, the Committee and Licensee may submit affidavits made on personal knowledge and argument based on the record in support of their positions. The evidentiary record before the Board shall be limited to such affidavits and this Stipulation and Consent Order. Licensee waives a hearing before an administrative law judge and waives discovery, cross-examination of adverse witnesses, and other procedures governing administrative hearings or civil trials.

At the hearing, the Board will determine whether to impose additional disciplinary action, including additional conditions or limitations on Licensee's practice, or suspension, or revocation of Licensee's license.

7. This stipulation shall not in any way limit or affect the authority of the Board to temporarily suspend Licensee's license under Minn. Stat. §§ 148F.09, subd. 4, and 214.077 or to initiate contested case proceedings against Licensee on the basis of any act, conduct, or omission of Licensee justifying disciplinary action occurring before or after the date of this Stipulation and Consent Order which is not related to the facts, circumstances or requirements referenced herein.

8. In the event the Board at its discretion does not approve this settlement or a lesser remedy than indicated in this settlement, then, and in that event, this stipulation is withdrawn and shall be of no evidentiary value and shall not be relied upon nor introduced by either party to this stipulation, except that Licensee agrees that should the Board reject this stipulation and 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 to this matter.

9. Any appropriate court may, upon application of the Board, enter its decree enforcing the order of the Board.

10. Licensee has been advised by Board representatives that she may choose to be represented by legal counsel in this matter. Licensee has waived legal representation. The Committee is represented by Hans A. Anderson, Assistant Attorney General.

11. Licensee waives all formal hearings on this matter and all other procedures before the Board to which Licensee may be entitled under the 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.

12. Licensee hereby knowingly and voluntarily waives any and all claims against the Board, the Minnesota Attorney General, the State of Minnesota and their agents, employees, and representatives which may otherwise be available to Licensee under the Americans With Disabilities Act or the Minnesota Human Rights Act relative to the action taken or authorized against Licensee's license to practice as an alcohol and drug counselor under this stipulation.

13. Licensee hereby acknowledges that she has read, understands, and agrees to this stipulation and has freely and voluntarily signed the stipulation without threat or promise by the Board or any of its members, employees, or agents. When signing the stipulation, Licensee

acknowledges she is fully aware the stipulation is not binding unless and until it is approved by the Board. The Board may approve the Stipulation and Consent Order as proposed, approve the Stipulation and Consent Order subject to specified change, or reject it. If the changes are acceptable to Licensee, the stipulation will then take effect and the order as modified will be issued. If the changes are unacceptable to Licensee or the Board rejects the stipulation, it will be of no effect except as specified herein.

14. This Stipulation and Consent Order constitutes a disciplinary action against Licensee.

15. This Stipulation and Consent Order is a public document and will be sent to all appropriate data banks.

16. This stipulation contains the entire agreement between the parties there being no other agreement of any kind, verbal or otherwise, which varies this stipulation.

COMPLAINT RESOLUTION COMMITTEE

Paige Robillard, LADC  
PAIGE J. ROBILLARD, LADC

Dated: 1/6/15

Walter Roberts, Jr., Ed.D., LPCC  
WALTER ROBERTS, JR., Ed.D., LPCC

Dated: 1.22.15

Duane Reynolds, LADC  
DUANE REYNOLDS, LADC

Dated: 1.23.15

Marlae Cox-Kolek  
MARLAE COX-KOLEK, MS, LADC, LPCC

Dated: 1/22/15



## ORDER

Upon consideration of this stipulation and all the files, records, and proceedings herein,

IT IS HEREBY ORDERED that Licensee is formally REPRIMANDED, that her license is placed in a CONDITIONAL status, and that all other terms of this stipulation are adopted and implemented by the Board this 23<sup>rd</sup> day of January, 2015.

MINNESOTA BOARD OF  
BEHAVIORAL HEALTH AND THERAPY

Kari Rechtzigel ss

KARI RECHTZIGEL  
Executive Director