

**AMENDMENT TO THE MAY 20, 1996, CONSENT AGREEMENT
BETWEEN
RICHARD E. CROW
AND THE
OHIO STATE COUNSELOR AND SOCIAL WORKER BOARD**

This AMENDMENT TO THE May 20, 1996, CONSENT AGREEMENT, hereinafter "AMENDMENT" is entered into by and between RICHARD E. CROW, hereinafter, "CROW", and the OHIO STATE COUNSELOR AND SOCIAL WORKER BOARD, hereinafter "BOARD", the state agency charged with enforcing Chapter 4757 of the Ohio Revised Code and all rules promulgated thereunder.

CROW hereby acknowledges that he has read and understands this AMENDMENT and has voluntarily entered into it without threat or promise by the **BOARD** or any of its members, employees or agents.

CROW is fully aware of his rights, including his right to be advised by counsel and his right to a hearing pursuant to Chapter 119 of the Ohio Revised Code on the issues which are the subject of this AMENDMENT.

This AMENDMENT does not replace or supersede the Consent Agreement between **CROW** and the **BOARD** which became effective May 20, 1996, and which is incorporated into this AMENDMENT by this reference. Said Consent Agreement remains in full force and effect, except for paragraph A which is hereby amended as indicated below.

This AMENDMENT is entered into on the basis of the following stipulations, admissions and understandings:

Wherefore, in consideration of the foregoing and mutual promises hereinafter set forth, and in lieu of any formal disciplinary proceedings, **CROW** knowingly and voluntarily agrees with the **BOARD** that paragraph (A) in the Consent Agreement of May 20, 1996, of as it relates to paragraph 4(b) is hereby amended as follows:

A. **CROW** may work in a private practice or an agency as a Licensed Social Worker. For a period of two (2) years, **CROW** shall be supervised by a supervisor selected by **CROW** and pre-approved by the **BOARD**. **CROW** may **only** work as a social worker in a private practice where his supervisor is affiliated. In order to gain pre-approval of a supervisor, **CROW** shall submit to the **BOARD** the name of the proposed supervisor and his or her resume. Once approved by the **BOARD**, said supervisor shall provide the **BOARD** quarterly reports regarding **CROW'S** ability to practice as a social worker. It is **CROW'S** responsibility to ensure that said reports are filed with the **BOARD** in a timely manner. The first written report

will be due at the offices of the **BOARD** three (3) months after the date that this AMENDMENT becomes effective.

B. This AMENDMENT will be considered a public record as that term is used in Ohio Revised Code 149, *et seq.*

It is hereby agreed by and between both parties that this AMENDMENT hereby settles all issues concerning this matter.

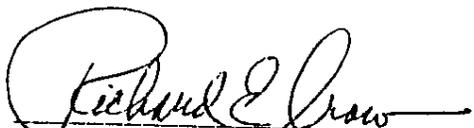
By his signature on this AMENDMENT, **CROW** acknowledges that in the event the **BOARD**, in its discretion, does not approve this AMENDMENT, this settlement offer is withdrawn and shall be of no evidentiary value and shall not be relied upon or introduced in any disciplinary action or appeal by either party. **CROW** agrees that should the **BOARD** reject this AMENDMENT and if this case proceeds to hearing, he will assert no claim that the **BOARD** was prejudiced by its review and discussion of this AMENDMENT or of any information relating thereto.

CROW hereby releases the members of the **BOARD**, its officers and employees, jointly and severally, from any and all liability arising from the matter within.

The BOARD shall incorporate this AMENDMENT into a formal journal entry at its January, ~~1998~~¹⁹⁹⁹, meeting.

This AMENDMENT shall take effect upon the last date of signature below:

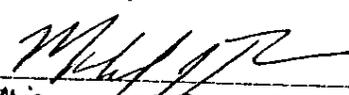
THE OHIO COUNSELOR AND
SOCIAL WORKER BOARD


RICHARD E. CROW

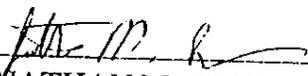
11-24-98
DATE


ROBERT L. MOORE
Chairman, Ohio Counselor and Social Worker Board

29 JAN 99
DATE


MICHAEL J. RUSSO, PhD, ATTORNEY
Counsel for Mr. Crow AT LAW

10-24-98
DATE


JONATHAN M. BOWMAN, ESQ.
Assistant Attorney General
Counselor and Social Worker Board

Jan 29 1999
DATE

**CONSENT AGREEMENT
BETWEEN
Richard E. Crow
AND
THE STATE OF OHIO COUNSELOR AND SOCIAL WORKER BOARD**

This CONSENT AGREEMENT is entered into by and between Richard E. Crow (hereinafter "Mr. Crow") and the STATE OF OHIO COUNSELOR AND SOCIAL WORKER BOARD (hereinafter "Board"), the state agency charged with enforcing Chapter 4757 of the Ohio Revised Code, and all rules promulgated thereunder.

Mr. Crow hereby acknowledges that he has read and understands this CONSENT AGREEMENT and has voluntarily entered into it without threat or promise by the BOARD or any of its members, employees or agents.

Mr. Crow is fully aware of his rights, including his right to be advised by counsel on the issues which are the subject of this CONSENT AGREEMENT.

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

This CONSENT AGREEMENT is entered into on the basis of the following statements and understandings:

1. On May 20, 1994, Mr. Crow entered into a settlement agreement with the Board, in which he agreed to undergo a psychological evaluation to determine his fitness to practice at the time that he would make any future licensure applications to the Board. (Appendix 1)
2. On October 25, 1994 Mr. Crow made application to the Board for licensure as a Licensed Social Worker (LSW).
3. Pursuant to the settlement agreement, the Board requested that Mr. Crow be evaluated by the Program for Professionals in Beachwood, Ohio.
4. Mr. Crow complied with the Board's request and evaluation was conducted by The Program for Professionals, who concluded that:
 - a. Mr. Crow's "past transgression have been worked through and should not impede his application for licensure as a Licensed Social Worker."

- b. Mr. Crow should work in an agency setting, not as a private practitioner as he needs ongoing clinical supervision from an individual who is aware of his past and is skilled in supervising relevant clinical issues.
- c. Mr. Crow would benefit from a tutorial or seminar on ethical boundaries in clinical practice.

Based on the above statements and understandings, the BOARD and Mr. Crow agree as follows:

- A. The BOARD will offer Mr. Crow the LSW license based on the recommendation of the Social Worker Professional Standards Committee, with the understanding that he will adhere to the recommendations of The Program for Professionals.
- B. Mr. Crow agrees, 1) to have his supervisor in all future employment as a LSW, file a statement with the Board stating that they are aware of Mr. Crow's past history and that they are skilled in the relevant clinical issues and will provide Mr. Crow with the necessary and appropriate supervision and 2) Mr. Crow agrees to consult with the Board regarding his plan to complete the tutorial or seminar on ethical boundaries in clinical practice prior to September 30, 1996.
- C. In exchange for the agreements of the BOARD set forth in this CONSENT AGREEMENT, Mr. Crow waives all rights to appeal the proposed restrictions of his license.

In the event the BOARD, in its discretion, does not approve this CONSENT AGREEMENT, this settlement offer is withdrawn and shall be of no evidentiary value and shall not be relied upon or introduced in any action or appeal by either party.

Mr. Crow hereby releases the members of the Board, its officials and employees jointly and severally from any and all liability arising from or within this matter.

This CONSENT AGREEMENT shall be considered a public record as that term is used in Section 149.43, Ohio Revised Code.

This CONSENT AGREEMENT is not an adjudication order within the meaning of Section 119.01(D) Ohio Revised Code.

The BOARD shall incorporate this CONSENT AGREEMENT into a formal Journal Entry at its next meeting after the time this agreement is executed by both parties.

This CONSENT AGREEMENT shall become effective on the date that it is entered into a formal Journal Entry by the Board.

STATE OF OHIO
COUNSELOR AND SOCIAL WORKER BOARD

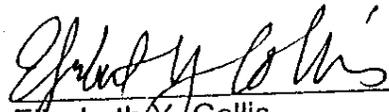

Richard E. Crow


Glenn J. Abraham
Chair, State of Ohio
Counselor and Social Worker
Board

5-11-96
DATE

DATE


Counsel for Richard E. Crow
Michael J. Russo
Attorney at Law


Elizabeth Y. Collis
Assistant Attorney General
Counselor and Social Worker
Board

5-14-96
DATE

5/20/96
DATE