

The disciplinary sanctions outlined in this document are reference for Board consideration during a circumstance that may merit censure or discipline. However, each matter is considered on its individual merits and the Board has discretion to use or modify these guidelines at any time. Approved by the Board of Social Work Examiners on May 8th, 2023.

SOCIAL WORK DISCIPLINARY MATRIX/FINE SCHEDULE

Category	License type	Violation	Authority	Disciplinary Sanctions
Deceit, Fraud, Misrepresentation	LCSW LMSW LBSW	<p>Securing a license through deceit, fraud, or intentional misrepresentation.</p> <p>Engaged in deceit, fraud, or intentional misrepresentation while providing professional services or in the course of professional activities.</p> <p>Advertise professional services in a false or misleading manner.</p> <p>Violating this chapter, a regulation adopted under this chapter, or an order issued by the board.</p> <p>Is the subject of a disciplinary sanction or other adverse licensing action in another jurisdiction relating to a social work license.</p>	Sec. 08.95.050(a)(1-6)	<p>1st or Minor Offense:</p> <ul style="list-style-type: none"> -Non-disciplinary letter of advisement or up to \$1500 imposition of Civil Fine <p>2nd or Serious Offense:</p> <p>-Consent agreement:</p> <ul style="list-style-type: none"> -Up to \$5,000 fine -Up to 3 years probation -Suspension -Reprimand <p>-Revocation</p>

		Failure to report to the board that the licensee is or was the subject of a disciplinary proceeding or other adverse licensing action in another jurisdiction relating to a social work license.		
Criminal Action –	LCSW LMSW LBSW	Has been convicted of a felony or has been convicted of a misdemeanor that reflects on the licensee’s ability to practice competently and professionally	Sec. 08.95.050(a)(7)	Seriousness of crime should be considered: -Consent Agreement: - Up to \$10,000 Fine - Up to 5 years probation - Suspension - Limits on Practice - Education - Reprimand -Revocation
Professional Incompetence	LCSW LMSW LBSW	Intentionally or negligently engaged in, or permitted persons under the licensee’s supervision to engage in, client care that did not conform to minimum professional standards or to the standards of practice adopted by the board regardless of whether actual injury to the client occurred.	Sec. 08.95.050(a)(8)(9)(A,B,D)	-Non-disciplinary letter of advisement or up to \$2500 imposition of Civil Fine 2 nd or Serious Offense: -Consent agreement: - Up to \$7,000 fine - Up to 3 years probation - Suspension - Up to 10 hours Education - Reprimand -Revocation

		Physical or mental disability		
Substance Abuse	LCSW LMSW LBSW	Addiction to or severe dependency on alcohol or other drugs that impairs the ability to practice safely.	Sec. 08.95.050(a)(9)(c)	-Consent Agreement: -Up to \$10,000 Fine -Up to 5 years probation -Suspension -Limits on Practice -Education -Reprimand -Revocation
Sexual Misconduct	LCSW LMSW LBSW	Engaging in lewd, immoral, or unethical conduct in connection with the delivery of professional services to clients. While licensed to practice social work, engaged in sexual contact with a person during the time period that the person was a client or within two years after termination of the licensee's professional relationship with the client.	Sec. 08.95.050(a)(10)(11)	-Consent Agreement: -Up to \$10,000 Fine -Up to 5 years probation -Suspension -Limits on Practice -Up to 10 hours Education -Reprimand -Revocation
Violating Professional Ethics	LCSW LMSW LBSW	A social worker licensed in this state shall adhere to the code of ethics adopted by the board under this section. The	12 AAC 18.150 AS 08.95.030 AS 08.95.110	Non-disciplinary letter of advisement or up to \$2500 imposition of Civil Fine 2 nd or Serious Offense:

		board adopts by reference the Code of Ethics of the National Association of Social Workers, Inc., 2021 edition, as the code of ethics for social workers licensed in this state.		<p>-Consent agreement:</p> <ul style="list-style-type: none"> -Up to \$7,000 fine -Up to 3 years probation -Suspension -Up to 10 hours Education -Reprimand <p>-Revocation</p>
Violating Standards of Practice	LCSW LMSW LBSW	A social worker licensed in this state shall adhere to the standards of practice adopted by the board under this section. The board adopts by reference the Model Social Work Practice Act Model Law Task Force, 1996 – 1997, with amendments, 1998 – 2012, with amendments, 2013 – 2015, with amendments, 2018, and the Model Regulatory Standards for Technology and Social Work Practice ASWB International Technology Task Force, 2013 – 2014 published by the Association of Social Work Boards, as the standards of practice for social workers licensed in this state.	12 AAC 18.160 AS 08.95.030	<p>Non-disciplinary letter of advisement or up to \$2500 imposition of Civil Fine</p> <p>2nd or Serious Offense:</p> <p>-Consent agreement:</p> <ul style="list-style-type: none"> -Up to \$7,000 fine -Up to 3 years probation -Suspension -Up to 10 hours Education -Reprimand <p>-Revocation</p>