

## Events That Could Trigger an Investigation Against Your License

The Minnesota licensing Boards and other government agencies are all complaint driven. An investigation will not be opened against you unless a complaint has been filed against you with your Board. In other words, these Boards and agencies do not go out looking for improper behavior on their own. Complaints are often filed by employers or other mandatory reporters, but may also be filed by a friend or relative. The identity of a complainant remains confidential. Once a complaint is made to a licensing Board they are statutorily required to investigate the matter.

While a matter is in the investigation phase everything is confidential. Remember that the only people that know about your letter from your licensing Board are the people that you tell. Nothing in the allegations or investigative requests will be released to the public unless or until a disciplinary action is ultimately issued against you. Be mindful about with whom you share information regarding the investigation and the allegations against you.

### Common Complaints Include:

- Diversion of prescription narcotic medications from the workplace
- Failure to follow wasting procedures for narcotic medications
- Over-use/multiple prescriptions for a prescribed narcotic medication
- Mental health issues that affect work performance
- Physical health issues that affect work performance
- Conviction of a criminal offense such as assault, drunk-driving or fraud
- Neglect of clients or patients
- Departing from minimal standards of acceptable prevailing medical practice
- Failure to meet patient record documentation standards
- Failure to fully assess a patient or client's needs
- Fraudulent billing
- Revealing privileged communications
- False advertising
- Violating professional boundaries with a patient or client, including sexual conduct
- Failure to pay student loans secured by the state or federal government
- Being fired from a job for cause
- Being dismissed from the Health Professionals Services Program (HPSP) for failure to comply with your participation agreement
- Practicing beyond your licensed scope of practice