

IN THE MATTER OF  
KAHLIL GAITERS, D.O.  
Applicant

\* BEFORE THE MARYLAND  
\* STATE BOARD OF  
\* PHYSICIANS  
\* Case Number: 2224-0095B

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CONSENT ORDER

PROCEDURAL BACKGROUND

Based on information received regarding the Application for Initial Medical Licensure of Kahlil Gaiters, D.O., (the "Applicant"), Disciplinary Panel B of the Maryland Board of Physicians (the "Maryland Board") has grounds to deny the application for initial medical licensure under the Maryland Medical Practice Act (the "Act"), Md. Code Ann., Health Occ. §14-101 et seq (2014 Repl. Vol. and 2019 Supp.) Prior to the issuance of a Notice of Intent to Deny Application for Initial Medical Licensure, the Applicant agrees to enter into this public Consent Order, which consists of Findings of Fact, Conclusions of Law, Order and Consent.

Specifically, Disciplinary Panel B has grounds to deny the application for initial medical licensure pursuant to the following pertinent provisions of the Act:

Health Occ. §14-205. Miscellaneous powers and duties.

(b) Additional powers.

(3) Subject to the Administrative Procedure Act and the hearing provisions of §14-405 of this title, a disciplinary panel may deny a license to an applicant ... for:

(i) Any of the reasons that are grounds for disciplinary action under §14-404 of this title[.]

Health Occ. §14-404. Denials, reprimands, suspensions and revocations – Grounds.

(a) Subject to the hearing provisions of §14-405 of the subtitle, a disciplinary panel, on the affirmative vote of a majority of the quorum of the disciplinary panel, may reprimand any licensee, place any licensee on probation or suspend or revoke the license if the licensee:

(21) Is disciplined by a licensing or disciplinary authority or convicted or disciplined by a court of any state or country or disciplined by any branch of the United

States uniformed services or the Veterans' Administration for an act that would be grounds for disciplinary action under this section[.]

Grounds for disciplinary action under Health Occ. §14-04(a)(21) include:

(3)(ii) Is guilty of unprofessional conduct in the practice of medicine;

**FINDINGS OF FACT**

Panel B makes the following findings of fact:

1. On or about September 19, 2023, the Applicant submitted to the Maryland Board an Application for Initial Medical Licensure to practice medicine in Maryland.

2. In his Application for Initial Medical Licensure, the Applicant answered "yes" to the following character and fitness questions:

"2. Has a state licensing or disciplinary board (including Maryland), a comparable body in the armed services, or the Veterans Administration, ever taken action against your license? Such actions include, but are not limited to, limitations of practice, required education admonishment or reprimand, suspension, probation or revocation."

"14. Has your employment or contractual relationship with any hospital, HMO, other health care facility, health care provider, institution, armed services, or the Veterans Administration ever been terminated for disciplinary reasons."

3. Based on the Applicant's affirmative response in this Application, the Maryland Board initiated an investigation of the Applicant, which revealed that on or about November 16, 2023, the Virginia Board of Medicine (the "Virginia Board") and the Applicant entered into a Consent Order wherein the Applicant was reprimanded and ordered to successfully complete a 10 credit hour course in both communication with colleagues and professionalism/boundaries after he engaged in interactions in a health care setting with subordinate female staff that could reasonably be expected to adversely impact the quality of care rendered to a patient.

4. The Virginia Board found in its November 16, 2023 Order that in November and December of 2022, the Applicant called a female medical assistant "baby girl" and asked another medical assistant to provide him a "good girl list" of items that he could give to her based on her job performance.

5. The Applicant was terminated from the clinic effective December 13, 2022.

### CONCLUSIONS OF LAW

Based on the foregoing Findings of Fact, Disciplinary Panel B concludes as a matter of law that the Applicant was disciplined by a licensing or disciplinary authority for acts that, if committed in Maryland, would be grounds for disciplinary action under Health Occ. §14-404(a), in violation of §14-404(a)(21). The underlying grounds for action under Health Occ. §14-404(a)(21), if committed in Maryland, include the following provisions of Health Occ. §14-404(a)(3)(ii): Is guilty of unprofessional conduct in the practice of medicine;

### ORDER

It is, thus, by Disciplinary Panel B, hereby:

**ORDERED** that the Application for Initial Medical Licensure of Kahlil Gaiters, D.O., to practice medicine in the State of Maryland is hereby **GRANTED**; and it is further

**ORDERED** that Kahlil Gaiters, D.O., is hereby **REPRIMANDED**; and it is further

**ORDERED** that the Respondent shall comply with all terms and conditions of the November 16, 2023, Agreed Order he entered into with the Virginia Board of Medicine; and it is further

**ORDERED** that the Respondent is responsible for all costs incurred in fulfilling the terms and conditions of this Consent Order; and it is further

**ORDERED** that, if the Respondent allegedly fails to comply with any term or condition imposed by this Consent Order, the Respondent shall be given notice and an opportunity for a hearing. If the disciplinary panel determines there is a genuine dispute as to a material fact, the hearing shall be before an Administrative Law Judge of the Office of Administrative Hearings followed by an exceptions process before a disciplinary panel; and if the disciplinary panel determines there is no genuine dispute as to a material fact, the Respondent shall be given a show cause hearing before a disciplinary panel; and it is further

**ORDERED** that, after the appropriate hearing, if the disciplinary panel determines that the Respondent has failed to comply with any term or condition imposed by this Consent Order, the disciplinary panel may reprimand the Respondent, place the Respondent on probation with appropriate

terms and conditions, or suspend Respondent's license with appropriate terms and conditions, or revoke the Respondent's license. The disciplinary panel may, in addition to one or more of the sanctions set forth above, impose a civil monetary fine on the Respondent; and it is further

**ORDERED** that the effective date of the Consent Order is the date the Consent Order is signed by the Executive Director of the Board or his designee; and it is further

**ORDERED** that this Consent Order is a public document. See Health Occ. §1-607, 14-411.1(b)(2) and Gen. Prov. §4-333(b)(6).

03/12/2024  
Date

***Signature On File***

Christine A. Farrelly, Executive Director  
Maryland Board of Physicians

**CONSENT**

I, Kahlil Gaiters, D.O., acknowledge that I am aware of my right to consult with and be represented by counsel in considering this Consent Order. I have chosen to proceed without counsel and I acknowledge that the decision to proceed without counsel is freely and voluntarily made.

By this Consent, I agree to be bound by this Consent Order and all its terms and conditions and understand that the disciplinary panel will not entertain any request for amendments or modifications to any condition.

I assert that I am aware of my right to a formal evidentiary hearing, pursuant to Md. Code Ann., Health Occ. §14-405 and Md. Code Ann., State Gov't §§10-201 et seq. I waive this right and have elected to sign this Consent Order instead.

I acknowledge the validity and enforceability of this Consent Order as if entered after the conclusion of a formal evidentiary hearing in which I would have had the right to counsel, to confront witnesses, to give testimony, to call witnesses on my behalf, and to all other substantive and procedural protections as provided by law. I waive those procedural and substantive protections. I acknowledge the legal authority and the jurisdiction of the disciplinary panel to initiate these proceedings and to issue and enforce this Consent Order.

I waive any right to contest the Findings of Fact and Conclusions of Law and Order set out in the Consent Order. I waive all rights to appeal this Consent Order.

I sign this Consent, without reservation, and fully understand the language and meaning of its terms.

3/7/2024  
Date

***Signature On File***

Kahlil Gaiters, D.O.

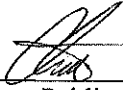
NOTARY

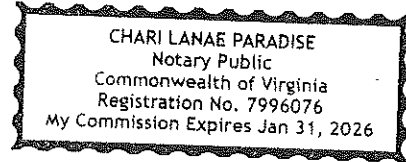
STATE OF Virginia

CITY/COUNTY OF: Prince William

I HEREBY CERTIFY that on this 7 day of March, 2024, before me, a Notary Public of the State and City/County aforesaid, personally appeared Kahlil Gaiters, D.O., and made oath in due form of law that the foregoing Consent Order was his voluntary act and deed.

AS WITNESS my hand and notarial seal.

  
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Notary Public



My Commission expires: 31 January 2026

BEFORE THE VIRGINIA BOARD OF MEDICINE

IN RE: KAHLIL ASHLEY GAITERS, D.O.  
License Number: 0102-207285  
Case Number: 226727

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CONSENT ORDER

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JURISDICTION AND PROCEDURAL HISTORY

The Virginia Board of Medicine ("Board") and Kahlil Ashley Gaiters, D.O., as evidenced by their signatures hereto, in lieu of proceeding to an informal conference, enter into the following Consent Order affecting Dr. Gaiters's license to practice osteopathic medicine in the Commonwealth of Virginia.

FINDINGS OF FACT AND CONCLUSIONS OF LAW

1. Kahlil Ashley Gaiters, D.O., was issued License Number 0102-207285 to practice osteopathic medicine on June 3, 2022, which is scheduled to expire on September 30, 2024.
2. Dr. Gaiters violated Virginia Code § 54.1-2915(A)(12) and (18) and 18 VAC 85-20-29(A)(2) of the Regulations Governing the Practice of Medicine, Osteopathic Medicine, Podiatry, and Chiropractic in that he engaged in interactions in a health care setting with subordinate female staff that could reasonably be expected to adversely impact the quality of care rendered to a patient. Specifically:
  - a. In November and December 2022, female staff reported to their employer that Dr. Gaiters called a medical assistant "baby girl" and asked another medical assistant to provide him a "good girl list" of items that he could give to her based on her job performance.
  - b. In a written statement provided to the investigator for the Department of Health Professions, Dr. Gaiters stated that he used the terms "baby girl" and "good girl list," that he was unaware that his comments were offensive or made staff feel uncomfortable, and that he no longer uses "terms of endearment" with staff.

c. On December 5, 2022, Dr. Gaiters was placed on suspension while the clinic investigated these incidents. Following the investigation, he was terminated from the clinic effective December 13, 2022.

### CONSENT

Kahlil Ashley Gaiters, D.O., by affixing his signature to this Consent Order, agrees to the following:

1. I have been advised to seek advice of counsel prior to signing this document and am represented by Samantha Vanterpool Rucker, Esq.;
2. I am fully aware that without my consent, no legal action can be taken against me or my license except pursuant to the Virginia Administrative Process Act, Virginia Code § 2:2-4000 *et seq.*;
3. I acknowledge that I have the following rights, among others: the right to an informal fact-finding conference before the Board; and the right to representation by counsel;
4. I waive my right to an informal conference;
5. I admit to the Findings of Fact and Conclusions of Law contained herein and waive my right to contest such Findings of Fact and Conclusions of Law and any sanction imposed hereunder in any future judicial or administrative proceeding in which the Board is a party;
6. I consent to the entry of the following Order affecting my license to practice osteopathic medicine in the Commonwealth of Virginia.

### ORDER

Based on the foregoing Findings of Fact and Conclusions of Law, the Virginia Board of Medicine hereby ORDERS as follows:


1. Kahlil Ashley Gaiters, D.O., is REPRIMANDED.

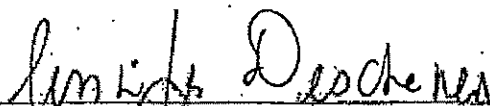
2. Within 90 days from the date of entry of this Order, Dr. Gaiters shall provide written proof satisfactory to the Board of successful completion of 10 credit hours of continuing education each in the subjects of communication with colleagues and professionalism/boundaries. The course(s) shall be approved in advance of registration by the Executive Director of the Board. Requests for approval must be received at least 15 business days prior to the course date. All continuing education hours/courses shall be completed through face-to-face, interactive sessions (i.e., no home study, journal, or Internet courses). Continuing education obtained through compliance with this term shall not be used toward licensure renewal.

3. Any violation of the foregoing terms and conditions of this Order or any statute or regulation governing the practice of osteopathic medicine shall constitute grounds for further disciplinary action.

Pursuant to Virginia Code §§ 2.2-4023 and 54.1-2400.2, the signed original of this Order shall remain in the custody of the Department of Health Professions as a public record, and shall be made available for public inspection and copying upon request.

FOR THE BOARD

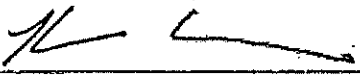
A TRUE COPY TESTE:  
  
VIRGINIA BOARD OF MEDICINE

  
Jennifer Deschenes, J.D., M.S.  
Deputy Executive Director, Discipline  
Virginia Board of Medicine

ENTERED: 11/16/2023

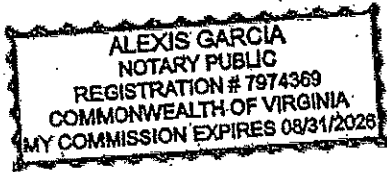


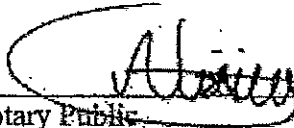
SEEN AND AGREED TO:

  
\_\_\_\_\_  
Kahlil Ashley Gaiters, D.O.

COMMONWEALTH OF VIRGINIA  
COUNTY/CITY OF Loudoun, TO WIT:

Subscribed and sworn to before me, a notary public in and for the Commonwealth of Virginia at large, on  
this 07 day of November, 2023.



  
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Notary Public

My commission expires: 31<sup>st</sup> August, 2026

Registration No.: 7974369