Justice Woods, AT

Ifeyinwa Stitt, M.D., Chair
Disciplinary Panel A
Maryland State Board of Physicians
4201 Patterson Avenue, 4th Floor
Baltimore, MD 21215-2299

Re: Surrender of License to Practice Athletic Training
Justice Woods, AT, License Number: A01540
Case Number: 7726-0025

Dear Dr. Stitt and Members of Disciplinary Panel A,

Please be advised that, pursuant to Md. Code Ann., Health Occ. ("Health Occ.") §14-5D-13, I have decided to **SURRENDER** my license to practice athletic training in the State of Maryland, License Number A01540, effective immediately. I understand that upon surrender of my license, I may not give athletic training advice or treatment to any individual, with or without compensation, and engage in the practice of athletic training in the State of Maryland as it is defined in the Maryland Athletic Trainers Act (the "Act"), Health Occ. §§ 14-5D-01 *et seq.* and other applicable laws. In other words, as of the effective date of this Letter of Surrender, I understand that the surrender of my license means that I am in the same position as an unlicensed individual in the State of Maryland.

I understand that this Letter of Surrender is a **PUBLIC DOCUMENT**, and upon Disciplinary Panel A's ("Panel A") acceptance, becomes a **FINAL ORDER** of Panel A of the Maryland State Board of Physicians (the "Board").

I acknowledge that I failed to comply with the directives of the Maryland Professional Rehabilitation Program as required by the November 12, 2025 Consent Order (attached as **Exhibit 1**). On May 5, 2026, the Board issued a Violation of Consent Order and Charges under the Maryland Athletic Trainers Act (attached as **Exhibit 2**). I have decided to surrender my license to practice athletic training in the State of Maryland to avoid further prosecution of these allegations. I recognize that for all purposes relevant to athletic training licensure that these allegations shall be treated as proven and that these allegations support a conclusion that I am guilty of immoral and unprofessional conduct in the practice of athletic training in violation of Health Occ. § 14-5D-14(a)(3)(i) and (ii) as well as a conclusion that I am professionally incompetent under Health Occ. § 14-5D-14(a)(4)(i).

I wish to make it clear that I have voluntarily, knowingly and freely chosen to submit this Letter of Surrender to avoid prosecution of the aforementioned allegations. I do not wish to contest these allegations. I understand that by executing this Letter of Surrender I am waiving my right to contest the charges issued by Panel A in a formal evidentiary hearing at which I would have had the right to counsel, to confront witnesses,

to give testimony, to call witnesses on my own behalf and all other substantive and procedural protections provided by law, including the right to appeal to circuit court.

I understand that the Board will advise the Board of Certification for Athletic Trainers ("BOC"), and the National Practitioner Data Bank of this Letter of Surrender. I also understand that in the event I would apply for licensure in any form in any other state or jurisdiction that this Letter of Surrender may be released or published by the Board to the same extent as a final order that would result from disciplinary action, pursuant to Md. Code Ann., Gen. Prov. §§ 4-101 *et seq.*, and that this Letter of Surrender constitutes a disciplinary action by Panel A.

I affirm that I will provide access to and copies of medical records to my patients in compliance with Title 4, subtitle 3 of the Health General Article.

I further recognize and agree that by submitting this Letter of Surrender, my license in Maryland will remain surrendered unless and until the Board grants reinstatement. I agree that I may not reapply for a reinstatement for a minimum period of two (2) years from the date this Letter of Surrender is accepted by the Board.

In the event that I apply for reinstatement of my Maryland License, I understand that Panel A or its successor is not required to grant reinstatement; and, if it does grant reinstatement, may impose any terms and conditions the disciplinary panel considers appropriate for public safety and the protection of the integrity and reputation of the profession. I further understand that if I file a petition for reinstatement, I will approach Panel A or its successor in the same position as an individual whose license has been revoked.

I acknowledge that I may not rescind this Letter of Surrender in part or in its entirety for any reason whatsoever. Finally, I wish to make clear that I have been advised of my right to be represented by an attorney of my choice throughout proceedings before Panel A, including the right to consult with an attorney prior to signing this Letter of Surrender. I consulted with and was represented by an attorney prior to signing this letter surrendering my license to practice athletic training in Maryland. I understand both the nature of Panel A's actions and this Letter of Surrender fully. I acknowledge that I understand and comprehend the language, meaning and terms and effect of this Letter of Surrender. I make this decision knowingly and voluntarily.

Very truly yours,

Justice Woods, AT

Signature on File

NOTARY

STATE OF Maryland
CITY/COUNTY OF ~~Oxon Hill~~/Prince Georges

I HEREBY CERTIFY that on this 9 day of November, 2026 before me, a Notary Public of the City/County aforesaid, personally appeared Justice Woods, AT, and declared and affirmed under the penalties of perjury that the signing of this Letter of Surrender was voluntary.

AS WITNESS my hand and Notarial seal.

LIJAH CHARLES WILLIAMS-MILES
Notary Public
Prince George's County, Maryland
My Commission Expires 12/8/2027

Notary Public

My commission expires: 12/08/2027

ACCEPTANCE

On behalf of Disciplinary Panel A, on this 12th day of November, 2026, I, Christine A. Farrelly, accept the **PUBLIC SURRENDER** of Justice Woods's license to practice athletic training in the State of Maryland.

Signature on File

Christine A. Farrelly, Executive Director
Maryland Board of Physicians

Exhibit 1

IN THE MATTER OF	*	**BEFORE THE**
JUSTICE D. WOODS, ATC	*	**MARYLAND STATE**
Respondent	*	**BOARD OF PHYSICIANS**
License Number: A0001540	*	**Case Number: 2225-0136A**

* * * * * * * * * * * * *

CONSENT ORDER

On August 12, 2025, Disciplinary Panel A of the Maryland State Board of Physicians (the "Board") charged **JUSTICE D. WOODS, ATC** (the "Respondent"), License Number A0001540, under the Maryland Athletic Trainers Act (the "Act"), codified at Md. Code Ann., Health Occupations ("Health Occ.") §§ 14-5D-01 *et seq.* (2021 Repl. Vol. & 2024 Supp.).

Specifically, Disciplinary Panel A charged the Respondent with violating the following provision of the Act under Health Occ. § 14-5D-14:

> (a) Subject to the hearing provisions of § 14-405 of this title, a disciplinary panel, on the affirmative vote of a majority of the quorum of the disciplinary panel, may deny a license to any applicant, reprimand any licensee, place any licensee on probation, or suspend or revoke a license, if the applicant or licensee:
> . . . .
>
> (17) Is disciplined by a licensing, certifying, or disciplinary authority or is convicted by a court of any state or country or is 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[.]

With respect to Health Occ. § 14-5D-14(a)(17), the underlying grounds for action included the following provisions:

Health Occ. § 14-5D-14

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

(3) Is guilty of unprofessional conduct or immoral conduct in the practice of athletic training[.]

Health Occ. § 1-212. Sexual misconduct prohibited; regulations; discipline.

(a) *Adoption of regulations.* – Each health occupations board authorized to issue a license or certificate under this article shall adopt regulations that:

(1) Prohibit sexual misconduct; and

(2) Provide for the discipline of a licensee or certificate holder found to be guilty of sexual misconduct.

(b) For the purposes of the regulations adopted in accordance with subsection (a) of this section, "sexual misconduct" shall be construed to include, at a minimum, behavior where a health care provider:

(1) Has engaged in sexual behavior with a client or patient in the context of a professional evaluation, treatment, procedure, or other service to the client or patient, regardless of the setting in which professional services is provided; [and]

. . . .

(3) Has engaged in any sexual behavior that would be considered unethical or unprofessional according to the code of ethics, or regulations of the appropriate health occupations board under this article.

COMAR 10.32.17.03 Sexual Misconduct.

C. Sexual misconduct includes, but is not limited to:

. . . .

(6) Engaging in a dating, romantic, or sexual relationship which violates § D of this regulation or the code of ethics of the American Medical Association, American Osteopathic Association, American Psychiatric Association, or other professional code of ethics[.]

D. Sexual or Romantic Relationships. A health care practitioner may not engage in sexual behavior with:

(1) A current patient[.]

On October 15, 2025, Panel A was convened as a Disciplinary Committee for Case Resolution ("DCCR") in this matter. Based on the negotiations occurring as a result of this DCCR, the Respondent agreed to enter into this Consent Order, consisting of Findings of Fact, Conclusions of Law, Order, and Consent.

FINDINGS OF FACT

Disciplinary Panel A finds:

I. BACKGROUND

1. The Respondent was originally licensed to practice athletic training in Maryland on May 4, 2023, under License Number A0001540. The Respondent's license is current through September 30, 2025, subject to renewal.

2. The Respondent was employed as a staff athletic trainer at an educational institution (the "Institution")[1] in the District of Columbia from July 11, 2022, until his termination on February 15, 2023.

[1] For confidentiality and privacy purposes, the names of individuals and health care facilities involved in this case are not disclosed in this document. The Respondent may obtain the names of all individuals and health care facilities referenced in this document by contacting the administrative prosecutor.

3. On or about January 6, 2025, the Board received a complaint from the Board of Certification for Athletic Trainers ("BOC") reporting that it recently took disciplinary action against the Respondent. BOC made available for the Board a copy of the Consent Agreement between BOC and the Respondent.

4. After receiving the report from BOC, the Board initiated an investigation of the Respondent.

II. BOARD INVESTIGATION

5. As part of its investigation, the Board obtained BOC's administrative and investigative files on the Respondent.

6. The Board's investigation revealed that on or about January 5, 2025, the Respondent entered into a Consent Agreement (the "Consent Agreement") with BOC in which he was placed on probation for three years with terms and conditions, including but not limited to completing six hours of courses in professional ethics and other reporting requirements. The effective date of the Consent Agreement was December 9, 2024.

7. As part of the Consent Agreement, the Respondent stipulated to the following:

> On September 10, 2024, in response to an Investigation Notice sent by the BOC, the Respondent stated they admit to "intimate involvement with a female student athlete while he was employed as a Staff Athletic Trainer." Respondent states they "recollects on two occasions he was asked by a colleague who was going to be traveling, to be available for the female athlete should she need assistance during her one-hour rehab therapy sessions" and that "an intimate encounter may have occurred around the same period of the second time [Respondent] provided similar support for the athlete.

> Respondent's conduct as described above violates the Code of Professional Responsibilities ("Code") 1.6 of the BOC *Standards of Professional Practice* ("BOC Practice Standards"). Code 1.6 states, "Does not engage in intimate or sexual activity with a patient and/or parent/guardian of a minor patient."

8. The Board's investigation further revealed that the Respondent initially met the female student athlete (the "Student") in or around September 2022. The Student was an 18-year-old freshman member of an athletic team at the Institution where the Respondent was employed as a staff athletic trainer.[2]

9. From in or around September to November 2022, the interactions between the Respondent and the Student were related to athletic training.

10. In or around December 2022, when the Student went home for winter vacation, the text exchanges between the Respondent and the Student became more flirtatious and inappropriate.

11. In or around January 2022, when the Student returned to the Institution, she met with the Respondent privately for the first time in his car. The Respondent drove the Student around the neighborhood by the Institution during which he asked her sexually related questions. Before dropping the Student off at the Institution, the Respondent and the Student began kissing during which the Respondent made sexual contact with the Student.

12. On or about February 4, 2023, the Respondent drove the Student to a hotel where he provided her with alcoholic drinks, and they had sexual intercourse.

[2] The Respondent did not work directly with the Student's athletic team but would provide coverage for them sometimes.

13. On or about February 15, 2023, the Respondent was terminated from the Institution for reasons unrelated to his interactions with the Student.

14. Between on or about February 22, 2023, to April 19, 2023, the Respondent and the Student engaged in sexual acts and had sexual intercourse twice more in his car. During this time, the Respondent also asked the Student to send him sexually explicit images and videos of herself, which she did. April 19, 2023, was the last time the Student met with the Respondent in person, though they continued to communicate with each other throughout the Fall of 2023. November 4, 2023, was the last time the Student communicated with the Respondent.

15. In a typed statement to the Board dated April 4, 2024, the Respondent admitted "engaging in an intimate relationship with an adult student athlete between November 2022 and the spring semester of 2023." The Respondent also admitted to BOC having taken disciplinary action against his certificate.

CONCLUSIONS OF LAW

Based on the foregoing Findings of Fact, Disciplinary Panel A concludes as a matter of law that the Respondent's placement on probation for three-years with terms and conditions for engaging in sexual activity with a patient pursuant to his Consent Agreement with BOC constitutes being disciplined by a certifying authority for an act that would be grounds for disciplinary action under the Board's disciplinary statutes, *i.e.* Health Occ. § 14-5D-14(a)(3) and the Board's sexual misconduct regulations, in violation of Health Occ. § 14-5D-14(a)(17).

ORDER

It is, on the affirmative vote of a majority of the quorum of Disciplinary Panel A, hereby:

ORDERED that the Respondent is **REPRIMANDED**; and it is further

ORDERED that the Respondent is placed on **PROBATION**[3] for a minimum of **TWENTY SEVEN (27) MONTHS.** During probation, the Respondent shall comply with the following terms and conditions of probation:

(1) The Respondent shall enroll in the Maryland Professional Rehabilitation Program (MPRP) as follows:

(a) Within 5 business days, the Respondent shall contact MPRP to schedule an initial consultation for enrollment;

(b) Within 15 business days, the Respondent shall enter into a Participant Rehabilitation Agreement and Participant Rehabilitation Plan with MPRP;

(c) the Respondent shall fully and timely cooperate and comply with all MPRP's referrals, rules, and requirements, including, but not limited to, the terms and conditions of the Participant Rehabilitation Agreement(s) and Participant Rehabilitation Plan(s) entered with MPRP, and shall fully participate and comply with all therapy, treatment, evaluations, and screenings as directed by MPRP;

(d) the Respondent shall sign and update the written release/consent forms requested by the Board and MPRP, including release/consent forms to authorize MPRP to make verbal and written disclosures to the Board and to authorize the Board to disclose relevant information from MPRP records and files in a public order. The Respondent shall not withdraw his release/consent;

[3] If the Respondent's license expires during the period of probation, the probation and any conditions will be tolled.

(e) the Respondent shall also sign any written release/consent forms to authorize MPRP to exchange with (i.e., disclose to and receive from) outside entities (including all of the Respondent's current therapists and treatment providers) verbal and written information concerning the Respondent and to ensure that MPRP is authorized to receive the medical records of the Respondent, including, but not limited to, mental health and drug or alcohol evaluation and treatment records. The Respondent shall not withdraw his release/consent;

(f) if, upon the authorization of MPRP, the Respondent transfers to a rehabilitation program in another state, the Respondent's failure to comply with any term or condition of that state's rehabilitation program, constitutes a violation of this Consent Order. The Respondent shall also sign any out-of-state written release/consent forms to authorize the Board to exchange with (i.e., disclose to and receive from) the out-of-state program verbal and written information concerning the Respondent, and to ensure that the Board is authorized to receive the medical records of the Respondent, including, but not limited to, mental health and drug or alcohol evaluation and treatment records. The Respondent shall not withdraw the release/consent;

(g) the Respondent's failure to comply with any of the above terms or conditions including terms or conditions of the Participant Rehabilitation Agreement(s) or Participant Rehabilitation Plan(s) constitutes a violation of this Consent Order;

(2) Within **SIX (6) MONTHS**, the Respondent is required to take and successfully complete a course in Appropriate Professional Boundaries. The following terms apply:

(a) it is the Respondent's responsibility to locate, enroll in and obtain the disciplinary panel's approval of the course before the course is begun;

(b) the Respondent must provide documentation to the disciplinary panel that the Respondent has successfully completed the course;

(c) the course may not be used to fulfill the continuing medical education credits required for license renewal;

(d) the Respondent is responsible for the cost of the course;

(3) Within **TEN (10) DAYS**, the Respondent shall provide a copy of this Consent Order to his current employer and any prospective employer before the start of his employment;

(4) Within **ONE (1) YEAR,** the Respondent shall pay a civil fine of **ONE THOUSAND DOLLARS ($1,000).** The payment shall be by certified check or money order made payable to the Maryland Board of Physicians, P.O. Box 37217, Baltimore, MD 21297. The Board will not renew or reinstate the Respondent's license if the Respondent fails to pay the fine; and it is further

ORDERED that the Respondent shall not apply for early termination of probation; and it is further

ORDERED that, after the Respondent has complied with all terms and conditions of probation and MPRP determines that it is safe to return to the practice of Athletic Training without monitoring, the Respondent may submit a written petition for termination of probation. After consideration of the petition, the Respondent's probation may be terminated through an order of the disciplinary panel. The Respondent may be required to appear before the disciplinary panel to discuss his petition for termination. The disciplinary panel may grant the petition to terminate the probation through an order of the disciplinary panel if the Respondent has complied with all probationary terms and conditions and there are no pending complaints relating to the charges; and it is further; and it is further

ORDERED that a violation of probation constitutes a violation of the 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 with appropriate terms and conditions, or revoke the Respondent's license to practice medicine in Maryland. 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 this Consent Order shall not be amended or modified and future requests for modification will not be considered; 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 the effective date of the Consent Order is the date the Consent Order is signed by the Executive Director of the Board or her designee. The Executive

Director or her designee signs the Consent Order on behalf of the disciplinary panel which has imposed the terms and conditions of this Consent Order; and it is further

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

11/12/2025
Date

Signature on file

Christine A. Farrelly
Executive Director
Maryland State Board of Physicians

CONSENT

I, Justice Woods, ATC, acknowledge that I have consulted with counsel before signing this document.

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. concerning the pending Charges. 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 voluntarily enter into and agree to comply with the terms and conditions set forth in the Consent Order as a resolution of the charges. 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 Order, without reservation, and fully understand the language and meaning of its terms.

Signature on file

11/10/25
Date

Justice Woods, ATC

NOTARY

STATE OF District of Columbia

CITY/COUNTY OF District of Columbia

I HEREBY CERTIFY that on this 10 day of November 2025, before me, a Notary Public of the foregoing State and City/County, Justice Woods, ATC personally appeared and made oath in due form of law that signing the foregoing Consent Order was his voluntary act and deed.

AS WITNESSTH my hand and notarial seal.

Notary Public

My commission expires: 07/14/2029

Exhibit 2

IN THE MATTER OF	*	**BEFORE THE**
JUSTICE D. WOODS	*	**MARYLAND STATE**
Respondent	*	**BOARD OF PHYSICIANS**
License Number: A0001540	*	**Case Number: 7726-0025**

* * * * * * * * * * * * *

VIOLATION OF CONSENT ORDER AND CHARGES UNDER THE MARYLAND ATHLETIC TRAINERS ACT

Disciplinary Panel A of the Maryland State Board of Physicians (the "Board") hereby charges **JUSTICE D. WOODS** (the "Respondent"), License Number A0001540, with violating the terms and conditions of the Consent Order (the "Consent Order") he entered into with Panel A, dated November 12, 2025, and for violating the Maryland Athletic Trainers Act (the "Act"), codified at Md. Code Ann., Health Occupations ("Health Occ.") §§ 14-5D-01 *et seq.* (2021 Repl. Vol. & 2025 Supp.).

Specifically, Disciplinary Panel A charges the Respondent with violating conditions (1)(c) of his probation and the Consent Order, which provides:

> (1) The Respondent shall enroll in the Maryland Professional Rehabilitation Program (MPRP) as follows:
> . . .
>
> (c) the Respondent shall fully and timely cooperate and comply with all MPRP's referrals, rules, and requirements, including, but not limited to, the terms and conditions of the Participant Rehabilitation Agreement(s) and Participant Rehabilitation Plan(s) entered with MPRP, and shall fully participate and comply with all therapy, treatment, evaluations, and screenings as directed by MPRP.

The Participant Rehabilitation Agreement the Respondent entered into with MPRP, dated December 2, 2025, included, among others, the following provisions:

(3) I agree to follow the Program's treatment recommendation(s), as detailed in my Plan, and I understand that all treatment costs are my responsibility.

a) Treatment recommendations may include inpatient, outpatient, and/or residential treatment.

b) Potential treatment costs may include, but are not limited to, hospitalization, chemical screens, doctor fees, meeting fees and other therapeutic interventions and treatments.

(17) I understand that the Program will report my actions, and the requirements of this Agreement and my Plan to the Board upon request and on a quarterly basis. I will be reported to the Board if I fail to, or refuse to:

a) Go for recommended/required treatment(s).

(20) I agree that my individual circumstances may require me to temporarily cease practicing medicine [*sic*]. In that event, I will sign a Voluntary Practice Cessation Agreement.

(23) I agree that if that if I violate any terms and conditions of this Agreement or my Plan, the Board may issue public charges against me for violation of this Agreement and, after notice and an opportunity for a hearing, may impose disciplinary sanctions against my medical license [Sic] authorized under the Medical Practice Act [*Sic*], including, but not limited to:

a) A reprimand
b) Suspension
c) Probation
d) Revocation
e) A monetary fine

Disciplinary Panel A further charges the Respondent with violating the following provision of the Act under Health Occ. § 14-5D-14:

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

. . . .

(3) Is guilty of:

(i) Immoral conduct in the practice of athletic training;

(ii) Unprofessional conduct in the practice of athletic training; [and]

(4) Is:

(i) Professionally incompetent[.]

ALLEGATIONS OF FACT[1]

Disciplinary Panel A bases its charges on the following facts that it has reason to believe are true:

I. BACKGROUND

1. At all times relevant hereto, the Respondent was and is licensed to practice athletic training in the State of Maryland. The Respondent initially was licensed to practice athletic training in Maryland on May 4, 2023, under License Number A0001540. The Respondent's license expires on September 30, 2027, subject to renewal.

[1] The allegations set forth in these charges are intended to provide the Respondent with reasonable notice of the asserted facts. They are not intended as, and do not necessarily represent, a complete description of the evidence, either documentary or testimonial, to be offered against the Respondent in connection with these charges.

2. At all times relevant hereto, the Respondent was also licensed to practice athletic training in the District of Columbia and Virginia.

3. At all times relevant hereto, the Respondent was employed as an athletic trainer in a school system in the District of Columbia.

II. PRIOR DISCIPLINARY ORDERS

4. On August 12, 2025, Panel A charged the Respondent with violating the Maryland Athletic Trainers Act. Specifically, Panel A charged the Respondent with having been disciplined by a certifying authority for an act that would be grounds for disciplinary action under the Board's disciplinary statutes, in violation of Health Occ. § 14-5D-14(a)(17) and violating the Board's sexual misconduct regulations under Md. Code Regs. 10.32.17.03C.

5. The Respondent resolved Panel A's charges by entering into a Consent Order, dated November 12, 2025 (the "Consent Order"). In the Consent Order, Panel A found as a matter of fact that on January 5, 2025, the Respondent entered into a Consent Agreement (the "Consent Agreement") with the Board of Certification for Athletic Trainers ("BOC") in which the BOC found that the Respondent was "intimately involved with a female student athlete while he was employed as a Staff Athletic Trainer" at an educational institution. BOC disciplined the Respondent by placing him on probation for three years with terms and conditions. Panel A further found that between September 2022 and April 2023, the Respondent engaged in multiple sexual acts and sexual intercourses with the female student athlete, including when he was employed as a Staff Athletic Trainer at the same educational institution as the female student athlete.

6. In the Consent Order, Panel A found as a matter of law that the Respondent was disciplined by a certifying authority for acts that would constitute engaging in unprofessional and immoral conduct in the practice of athletic training and violating the Board's sexual misconduct regulations, in violation of Health Occ. § 14-4D-14 (a)(17).

7. Pursuant to the Consent Order, Panel A reprimanded the Respondent and placed him on probation for minimum of 27 months during which he was required to enroll in the Maryland Professional Rehabilitation Program ("MPRP") and "fully and timely cooperate and comply with all MPRP's referrals, rules, and requirements, including, but not limited to, the terms and conditions of the Participant Rehabilitation Agreement(s) and Participant Rehabilitation Plan(s) entered with MPRP, and shall fully participate and comply with all therapy, treatment, evaluations, and screenings as directed by MPRP." The Consent Order further ordered the Respondent to successfully complete a course in Appropriate Professional Boundaries within six months; provide a copy of the Consent Order to his employer within 10 days; and pay a fine of $1,000 within one year.

III. CURRENT BOARD INVESTIGATION

8. On or about December 2, 2025, the Respondent enrolled in MPRP and underwent an in-person comprehensive intake evaluation with MPRP's clinical staff. On the same day, the Respondent signed a Participant Rehabilitation Agreement with MPRP, which included, among others, the following provisions:

> (3) I agree to follow the Program's treatment recommendation(s), as detailed in my Plan, and I understand that all treatment costs are my responsibility.

a) Treatment recommendations may include inpatient, outpatient, and/or residential treatment.

b) Potential treatment costs may include, but are not limited to, hospitalization, chemical screens, doctor fees, meeting fees and other therapeutic interventions and treatments.

(17) I understand that the Program will report my actions, and the requirements of this Agreement and my Plan to the Board upon request and on a quarterly basis. I will be reported to the Board if I fail to, or refuse to:

a) Go for recommended/required treatment(s).

(20) I agree that my individual circumstances may require me to temporarily cease practicing medicine [*sic*]. In that event, I will sign a Voluntary Practice Cessation Agreement.

(23) I agree that if that if I violate any terms and conditions of this Agreement or my Plan, the Board may issue public charges against me for violation of this Agreement and, after notice and an opportunity for a hearing, may impose disciplinary sanctions against my medical license [Sic] authorized under the Medical Practice Act [*Sic*], including, but not limited to:

a) A reprimand
b) Suspension
c) Probation
d) Revocation
e) A monetary fine

9. Based on the intake evaluation, the MPRP clinical staff required that the Respondent undergo a more comprehensive evaluation (the "Comprehensive Evaluation"). On or about February 18 and 19, 2026, the Respondent underwent the Comprehensive Evaluation. In a preliminary report, dated February 20, 2026, the clinical team that

administered the Comprehensive Evaluation found that the Respondent was "currently not able to practice" athletic training "with reasonable safety." [2]

10. After receiving the preliminary report, the MPRP clinical staff met with the Respondent on or about February 23, 2026, and informed him of the findings from the Comprehensive Evaluation.[3] Furthermore, the MPRP clinical staff requested that the Respondent sign a Practice Cessation Agreement, which the Respondent declined to sign.

11. On or about February 27, 2026, the MPRP clinical staff spoke with the Respondent by telephone during which the Respondent again declined to sign the Practice Cessation Agreement.

12. On or about March 10, 2026, the MPRP clinical staff met with the Respondent in person for a monthly clinical meeting. The MPRP clinical staff informed the Respondent that based on the findings from the Comprehensive Evaluation he was required to be admitted to a treatment program and provided the Respondent with multiple options for the treatment program.

13. On or about March 12, 2026, MPRP clinical staff again spoke with the Respondent by telephone. During the call, the MPRP clinical staff informed the Respondent that he had to secure an April admission date to the treatment program to be

[2] For confidentiality and privacy reasons, the specific information contained in the report of the Comprehensive Evaluation will not be disclosed in this document. This information will be disclosed to the Respondent upon request. The Panel reviewed this information prior to the issuance of these charges.

[3] On March 16, 2026, the Board received a full report of the Comprehensive Evaluation, dated March 11, 2026.

in compliance. The MPRP clinical staff gave the Respondent until April 3, 2026, to secure an April admission date for the treatment program.

14. The Respondent failed to confirm that he secured an admission date to the treatment program by April 3, 2026. On the same day, the MPRP clinical staff informed the Respondent that his participation with MPRP was closed for his non-compliance, effective immediately.

GROUNDS FOR DISCIPLINE

The Respondent's actions, as set forth above, constitute: violating condition (1)(c) of the Consent Order dated November 12, 2025; engaging in immoral conduct in the practice of athletic training, in violation of Health Occ. § 14-5D-14(a)(3)(i); engaging in unprofessional conduct in the practice of athletic training, in violation of Health Occ. § 14-5D-14(a)(3)(ii); and being professionally incompetent, in violation of Health Occ. § 14-5D-14(a)(4)(i).

NOTICE OF POSSIBLE SANCTIONS

If, after a hearing, a disciplinary panel of the Board finds that there are grounds for action for violation of probationary condition (1)(c) of the Consent Order, and/or under Health Occ. § 14-5D-14(a)(3)(i) and/or (ii), and/or (4)(i), the Board's disciplinary panel may impose disciplinary sanctions in accordance with the Board's regulations under Md. Code Regs. 10.32.08.12, including reprimanding the Respondent, placing the Respondent on probation, or suspending or revoking the Respondent's license, and/or may impose a monetary penalty.

NOTICE OF DISCIPLINARY COMMITTEE FOR CASE RESOLUTION

The Respondent may appear before Disciplinary Panel A, serving as the Disciplinary Committee for Case Resolution ("DCCR") in this matter, on **WEDNESDAY, AUGUST 12, 2026, at 9:00 A.M.**, at the Board's offices, 4201 Patterson Avenue, Baltimore, Maryland 21215. The nature and purpose of the DCCR is described in the attached letter to the Respondent. If this matter is not resolved before the DCCR, a prehearing conference and hearing will be scheduled before an Administrative Law Judge at the Office of Administrative Hearings, 11101 Gilroy Road, Hunt Valley, Maryland 21031. The hearing will be conducted in accordance with the Administrative Procedure Act, Md. Code Ann., State Gov't §§ 10-201 *et seq.* (2021 Repl. Vol. & 2025 Supp.).

ANTHONY G. BROWN
ATTORNEY GENERAL

May 5, 2026
Date

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