

IN THE MATTER OF
CASEY B. JOHNSON, M.D.

Respondent

License Number: D81842

*** BEFORE THE**
*** MARYLAND STATE**
*** BOARD OF PHYSICIANS**
*** Case Number: 2224-0112B**

* * * * *

CONSENT ORDER

On September 24, 2024, Disciplinary Panel B (“Panel B”) of the Maryland State Board of Physicians (the “Board”) charged **CASEY B. JOHNSON, M.D.** (the “Respondent”), License Number D81842, under the Maryland Medical Practice Act (the “Act”), Md. Code Ann., Health Occ. §§ 14-101 *et seq.* (2021 Repl. Vol. & 2023 Supp.).

Panel B charged the Respondent with violating the following Health Occ. § 14-404 ground:

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

- (a) *In general.* -- Subject to the hearing provisions of § 14-405 of this 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 a license if the licensee:

....

- (3) Is guilty of:

....

- (ii) Unprofessional conduct in the practice of medicine[.]^[1]

¹ Panel B also charged the Respondent, under Health Occ. § 1-212 and COMAR 10.32.17.03, but those grounds are dismissed, as set forth in the Conclusions of Law, below.

On November 20, 2024, Panel B 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

Panel B finds the following:

I. BACKGROUND

1. At all times relevant, the Respondent was licensed to practice medicine in the State of Maryland. The Respondent was originally licensed to practice medicine in Maryland on June 3, 2016, under License Number D81842. The Respondent’s license expired on September 30, 2024.

2. The Respondent is board-certified in Family Medicine.

3. At all times relevant, the Respondent was employed as a staff physician practicing family medicine at a health care facility (the “Facility”)² with offices throughout Maryland. The Respondent practiced family medicine at the Facility from January 2023 until his employment termination in January 2024.

II. COMPLAINT

4. The Board initiated an investigation of the Respondent after receiving a Mandated 10-Day Report from the Facility on or about January 17, 2024, reporting that it

² To ensure confidentiality, the names of individuals, hospitals and healthcare facilities involved in this case are not disclosed in this document.

had terminated the Respondent's employment on January 14, 2024, due to his unprofessional behavior.

5. Specifically, the reported alleged that the Respondent: made inappropriate remarks of a sexual nature to Facility staff members regarding patients who came to the Facility for sore throats; met with a patient with a mental condition at a bar after work hours; used profane and condescending language toward and in the presence of staff members; allowed a patient to complete portions of leave paperwork meant to be completed by the health care provider; and sent an email to Facility staff members and executive leadership containing profanity and derogatory references to various racial, religious and socioeconomic groups.

III. INVESTIGATION

6. As part of its investigation, the Board obtained the Respondent's personnel file from the Facility, a written response from the Respondent, and medical records of the Respondent and relevant patients. Additionally, Board staff members conducted under-oath interviews of relevant Facility staff members, a patient, and the Respondent.

7. The Board's investigation revealed that the Respondent began his employment with the Facility on or about January 1, 2023. For the first approximately 10 months of his employment, the Respondent developed good patient relations and had no notable issues regarding his professionalism or provision of care.

8. In or around November 2023, Facility staff members began noticing behavioral changes in the Respondent, which included the use of profanity in front of staff members and vulgar language in relation to patients. In one instance, the Respondent made

a comment of a sexual nature in front of Facility staff members regarding patients who visited the Facility for sore throats.

9. On or about December 13, 2023, at approximately 3:00 p.m., the Respondent asked a Facility staff member (“Staff A”) to perform a task for a female patient’s (the “Patient”) chart and mentioned that he was going to grab a beer with the Patient after work. Staff A also overheard the Respondent on the phone asking the Patient to which bar she wanted to go. That day after work hours, the Respondent met with the Patient at a bar for a beer and food, during which the Respondent disclosed information of a personal nature to the Patient that was unrelated to her medical care.

10. On or about December 15, 2023, the Respondent had patient appointments scheduled throughout the day. Early in the morning, the Respondent contacted the Facility and requested leave for the next two days to prepare for a trip he was making to visit his family in Vermont. Consequently, the Facility had to reschedule some patients and find another provider to cover for the remaining patient appointments. At approximately 12:00 p.m., the Respondent appeared at the Facility despite having taken the day off. The Respondent told Staff A that he was not seeing any patients but was catching up on some paperwork in his office.

11. Throughout the afternoon of December 15, 2023, the Respondent: discussed matters unrelated to health care in his office for a long period of time with a patient who was there to see another provider; used profanity when condescendingly ordering Staff A to complete medical leave forms that he was supposed to complete in order to show Staff A how difficult it was to complete the forms; ordered a medical assistant who was busy

with other tasks to sit in his office to watch him work; and asked a patient who came for a work related note to write up the note and he would sign it.

12. On or about December 16, 2023, all of the staff members and the executive division at the Facility received an email from the Respondent inviting them to a virtual book reading. In the email, the Respondent used profanity and made derogatory references to various racial, religious and socioeconomic groups.

13. On or about December 18, 2023, at approximately 9:02 a.m., members of the Facility's executive division spoke with the Respondent on the phone. During the conversation, the Respondent acknowledged some of the complaints made against him but attributed the change in his behavior to stress from dealing with a personal crisis relating his family. After the phone conversation, the Facility placed the Respondent under suspension.

14. In a letter to the Board, dated February 23, 2024, the Respondent addressed several of the allegations made against him. With respect to the use of profanity, the Respondent stated, "There were several occasions near the end of my tenure with [the Facility] where I did indeed lapse into profanity. I'm sure this occurred in the presence of staff as well as patients, and I want to apologize to the Board and anyone else who may have been hurt by my failure to maintain professional décor."

15. With respect to the December 16, 2023 email, the Respondent stated,

I made the truly regrettable decision to forward this same content along to people at work and I understand caused a lot of hurt and confusion. I was informed that several people found it offensive that it contained (per the Board's letter) "derogatory religious and social references"... I meant it to be

light-hearted and inclusive, but I recognize that it was a serious misstep to send this along to colleagues at work who are used to much more formal and professional style of communication. I certainly meant no offense, though clearly offense was taken, and again I apologize unequivocally.

16. With respect to the Patient, the Respondent admitted to meeting her at a bar after work hours but denied any sort of romantic pretenses. Finally, the Respondent disclosed that he had been dealing with a personal crisis that “reached its crescendo from late December 2023 into January 2024.” The Respondent stated that he “was under a great deal of strain and had deep uncertainty regarding my personal and professional path moving forward into 2024.”

CONCLUSIONS OF LAW

Based on the Findings of Fact, Disciplinary Panel B of the Board concludes as a matter of law that the Respondent is guilty of unprofessional conduct in the practice of medicine, in violation of Health Occ. § 14-404(a)(3)(ii). The charges under Health Occ. § 1-212 and COMAR 10.32.17.03 are dismissed.

ORDER

It is, thus, on the affirmative vote of a majority of the quorum of Panel B, hereby

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

ORDERED that the Respondent shall not apply for the reinstatement or renewal of his license to practice medicine in Maryland; 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 this Consent Order goes into effect upon the signature of the Executive Director of the Board or her designee. The Executive Director or her designee signs the Consent Order on behalf of Panel B; 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).

12/18/2024
Date

Signature On File

Christine A. Farrelly, Executive Director
Maryland State Board of Physicians

CONSENT

I, Casey B. Johnson, M.D., 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, 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.

12/12/2024
Date

Signature On File

Casey B. Johnson, M.D.
Respondent

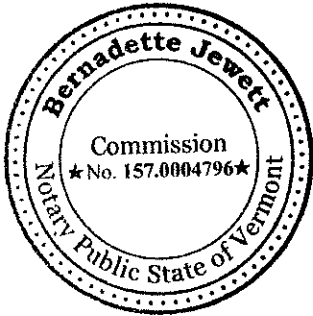
NOTARY

STATE OF Vermont

CITY/COUNTY OF Windham

I HEREBY CERTIFY that on this 12 day of December 2024, before me, a Notary Public of the foregoing State and City/County, Casey B. Johnson, M.D., 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.



Bernadette Jewett
Notary Public

My commission expires: 01-31-2025