Alabama State Board of Social Work Examiners
Post Office Box 301620
Montgomery Alabama 36130-1620
334-242-5860

Complaint Form

Your Name (Mr. / Ms.)	[redacted] (Last Name) [redacted] (First Name) (Middle)
Your Mailing Address	[redacted]
City State Zip	[redacted]
Telephone Number (where we may reach you during the day)	[redacted]

Social Worker this Complaint is on:

Name: The agency's investigator (licensed clinical social worker)

Organization The agency's enforcement office

Address: [redacted]

[redacted]

To whom did it happen? To you: (**X**) To a member of your family: ( )

Please identify Myself, [redacted], former agency employee, interviewed by the investigator on 12/16/2025

Did anyone witness what happen? Yes (**X**) No ( )

Would this witness be willing to confirm your story? Yes ( ) No ( )

Would witness be willing to testify if necessary? Yes ( ) No ( )

Do you have any bills, forms, or other written evidence that concerns this complaint? Yes (**X**) No ( )
If so, please send **copies** of the related papers along with this form. **(No originals please)**
Copies enclosed; see the Exhibit List at the end of the attached Statement of Complaint.

All the above information I have given in this complaint is true, correct, and accurate.

Date: _____ Your Signature: _____

(please continue to the next page)

What is your complaint? After referring to the Administrative Code 850-X-9 *Standards of Professional Conduct & Ethics,* please tell us if you can, where the social worker violated this professional code.
850-X-9-.01(1)(a)1-3: Propriety. Conduct compromised professional responsibilities; misrepresentation; failed to
separate statements as an agency investigator from statements claiming clinical/professional authority.
850-X-9-.01(1)(b)1-2: Acted outside existing competence and misrepresented qualifications ("well qualified to diagnose you").
850-X-9-.01(1)(c)2 and (1)(d)1-2: Failed to act impartially; participated in a discriminatory practice; used professional
standing to obtain a release of my medical records. Full rule-by-rule explanation in attached Statement, Section 4.

When did this happen? Give date December 16, 2025 and time if known Morning; exact time unknown

Where did it happen? In the Professional's Office? ( ) In your home? ( )

Other: Agency workplace, in an interview about my HR complaint that a coworker threatened me

Please write in detail: What happen? Who did what to whom? What was said? Then what happen? What was the effect or the result of the treatment or the behavior or service on you, the patient, or the client? You may use additional sheets of paper If necessary, however you **must sign each sheet.**

On December 16, 2025, the investigator and a second agency agent interviewed me. They told me they were there to talk to me
about my complaint on the coworker who threatened me and had a few questions. I was never told it was an assessment of me. I
was asked if I was gay, who my lawyer and therapist were, and where I filed my EEOC charge, and the investigator had me sign a
release so he could see my medical files. When I disputed claims that I was a threat, he said: "You do not know who I talked to
and I am well qualified to diagnose you." That afternoon I was placed on unpaid leave by a letter claiming I spoke of suicide and
harming others, which I never did. My therapist's note two days later records no suicidal ideation and no acute risk. I lost my
health insurance, was denied unemployment as unable to work due to illness, and was terminated.
FULL DETAILED STATEMENT ATTACHED (additional sheets, each signed).

AUTHORIZATION FORM

ALABAMA STATE BOARD OF SOCIAL WORK EXAMINERS

I request and authorize The agency's investigator and/or other licensed professional or practitioner named here: The agency authorization to disclose fully to the Alabama State Board of Social Work Examiners and its authorized representative, all information and records relating to this treatment, prognosis or service made for and/or on my behalf by the said practitioner or institution

I hereby waive any and all personal Privilege, which may attach to such information.

Date: _____ Your Signature: _____.

Witness By: _____ please print name: _____

Statement of Complaint (Additional Sheets)

Complainant: [redacted] | Social worker: The agency's investigator (licensed clinical social worker) | Date of incident: December 16, 2025

1. Summary

On December 16, 2025, the agency's investigator, who holds an LICSW license from this Board, interviewed me as an agency enforcement agent. During that interview he questioned me about my sexual orientation, my lawyer, my therapist, and my EEOC charge; obtained my signature on a release so he could see my medical files; and told me he was "well qualified to diagnose" me. That same afternoon I was placed on unpaid leave by a letter stating I had spoken of suicide and of harming others. I never said either thing. The investigator used clinical authority he claimed for himself to support a mental-health conclusion about me, without telling me I was being assessed, without my informed consent, and without any examination by a treating clinician.

2. Why this conduct falls under the Board's standards

I understand the Board has indicated it may lack jurisdiction because the investigator was working for a state agency at the time. I respectfully ask the Board to reconsider for these reasons:

- Rule 850-X-9-.01(1)(a)1 says a social worker's private conduct is a personal matter *except* when it compromises professional responsibilities. The investigator did not act only as a lay investigator. He expressly invoked his qualifications to diagnose me, and his conclusion was used to remove me from work.
- Rule 850-X-9-.01(1)(a)3 requires a social worker to clearly distinguish statements made as a private individual from statements made as a representative of the profession. The investigator did the opposite: he blended his enforcement role with claimed clinical authority.
- Rule 850-X-9-.01(1)(b)2 prohibits misrepresenting professional qualifications. That duty belongs to the licensee and does not depend on who employs him. Whether his license permits a diagnosis in an employer investigation, without consent, a clinical relationship, or an examination, is a question only this Board can answer.

3. What happened

- On November 19, 2024, I filed an EEOC charge against my supervisors at the agency. On December 9, 2025, I filed an HR complaint about being threatened by a coworker. On Friday, December 12, 2025, HR told me by phone that I was on mandatory leave for Monday, December 15, to come in on Tuesday, December 16, and that they would only deal with the complaint I had just filed about the coworker who threatened me.
- On the morning of December 16, before the interview, I was asked to sign a form I was told was an agreement to be truthful. I did not have my glasses on and relied on what I was told it was. The investigator also told me I needed to sign something to allow him to see my medical files. The two investigators told me they were there to talk to me about the complaint I filed on the coworker who threatened me, and that they had a few questions. No one told me the interview was an assessment of me.
- The investigator and a second agency special agent conducted the interview. It opened with a question about whether I was gay. I was asked who my lawyer was, who I worked for, who my therapist was, and which city I had filed my EEOC charge in. A release for my entire medical record was demanded.
- I was asked to recount events from April 1, 2022, to the present. Before I reached the July 2024 events, I was accused of fixating on my district manager, and it was claimed that I liked the television show *Criminal Minds*. I said my goal was for the people who had lied to come clean and for there to be justice and accountability.
- When I cut off claims that I was a threat, the investigator said: **"You do not know who I talked to and I am well qualified to diagnose you."** He then tried to take my phone and made me leave the office.
- That afternoon a mandatory leave letter, signed at 2:30 p.m., placed me on unpaid leave beginning December 16. The letter states I spoke of suicide and of wanting to harm others. I never made any such statement. I was never referred to a licensed clinician, and no fit-for-duty appointment was ever scheduled.

- On December 18, 2025, two days later, my own therapist's progress note recorded no suicidal ideation and no acute risk.
- Both the investigator and the agency later told me he was at the December 16 meeting to investigate my coworker, not to assess me. Yet the outcome of that meeting was a mental-health conclusion about me.

Effect on me

I was placed on unpaid leave. My state health insurance was canceled effective January 1, 2026. My unemployment claim was denied on the basis that I was "not presently working because of illness or physical disability." I was terminated effective March 20, 2026. I am now in debt because of these events. I was already being treated for depression and anxiety, and the label attached to me on December 16 has followed me to my insurer, the Department of Labor, and my record.

4. Standards I believe were violated

Rule (850-X-9-.01)	What it requires	What happened
(1)(a)1	Private conduct is personal except when it compromises professional responsibilities.	He invoked his professional qualification to diagnose, and the resulting conclusion was used against me.
(1)(a)2	No participation in dishonesty, deceit, or misrepresentation.	I was told the meeting was about a coworker and that I was signing a truthfulness agreement and a release so he could see my medical files. I was not told I was being assessed. The leave letter attributes statements to me that I never made.
(1)(a)3	Clearly distinguish statements as a private individual vs. as a representative of the profession.	He spoke as an enforcement agent while claiming clinical authority over me.
(1)(b)1	Accept responsibility only within existing competence.	A diagnosis or risk conclusion was reached in an investigative interview with no clinical relationship, consent, or examination.
(1)(b)2	Do not misrepresent qualifications.	"I am well qualified to diagnose you," said to a person he was not treating, in an employer investigation.
(1)(c)2	Act to prevent inhumane or discriminatory practices.	I was asked whether I was gay and about my EEOC charge, lawyer, and therapist while my discrimination charges were active.
(1)(d)1-2	Act impartially; do not exploit professional relationships for personal gain or advantage.	He questioned me on behalf of the employer I had charged with discrimination and used his professional standing to obtain my medical-records release.

5. Possible pattern

Public records in a 2023 federal court case describe the same investigator questioning another agency employee with active discrimination claims about personal and health matters. I am not asking the Board to rely on any finding in that case. I raise it only so the Board can consider whether my experience is part of a pattern.

6. What I am asking the Board to do

- Investigate whether the investigator used, or claimed, his clinical license and judgment during the December 16, 2025 interview.
- Determine whether a licensee may reach or support a mental-health conclusion about a person he is not treating, without informed consent or an examination, while working as an employer's investigator.

- Obtain from the agency, by subpoena if needed, the forms I signed on December 16, 2025, the medical-records release, and any notes, report, or recording of the interview.
- Take whatever action the Board finds appropriate under its standards.

7. Exhibit list (copies only, no originals)

- Exhibit A: December 16, 2025 mandatory leave letter, with my handwritten note "only I received / do not agree"
- Exhibit B: My therapist's December 18, 2025 progress note (no suicidal ideation, no acute risk)
- Exhibit C: January 16, 2026 Alabama Department of Labor Notice of Determination
- Exhibit D: March 19, 2026 termination letter
- Exhibit E: Record of the investigator's license from the Board's license lookup
- Exhibit F: Court order from that federal case (case details withheld)

All the information I have given in this statement is true, correct, and accurate to the best of my knowledge.