



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or is of record in the offices of the Texas Board of Nursing.
Katherine A. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § AGREED
Registered Nurse License Number 765302 §
issued to TEO BULACAN MENDOZA § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of TEO BULACAN MENDOZA, Registered Nurse License Number 765302, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on January 16, 2015.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Respondent waived notice and hearing, and agreed to the entry of this Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Baccalaureate Degree in Nursing from J.P. Sioson General Hospital and Colleges, Inc., Manila, Philippines, on April 4, 2008. Respondent was licensed to practice professional nursing in the State of Texas on February 9, 2009.
5. Respondent's professional nursing employment history includes:

01/09 - 11/14	Staff Nurse/ ICU Nurse	Methodist Charlton Medical Center Dallas, Texas
2/13 - 05/13	Staff Nurse/ ICU Nurse	Doctors Medical Center Unknown

Respondent's professional nursing employment history continued:

12/14 - Present Unknown

6. At the time of the alleged incident, Respondent was employed as a Registered Nurse with Methodist Charlton Medical Center, Dallas, Texas, and had been in that position for four (4) years and ten (10) months.
7. On or about November 8, 2013, through November 8, 2014, while employed as a Registered Nurse assigned to the Intensive Care Unit (ICU) at Methodist Charlton Medical Center, Dallas, Texas, it is alleged Respondent made several unwanted advances toward staff to include: unwanted touching, smelling of co-workers hair, exposure of genitalia, and forced detention in medication rooms. In addition, it is alleged that Respondent forced a staff member up against an elevator wall and attempted to kiss her against her will. Respondent's conduct, if true, was likely to cause emotional injury to medical staff and could have interfered or disrupted patient treatment.
8. In response to Findings of Fact Number Seven (7), Respondent denies the conduct alleged ever occurred. Respondent stated he is unaware of anything remotely close to the alleged conduct vaguely described, especially for the time frame given (one year).

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555 , the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.11(1)(A)&(1)(B) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(4),(6)(C)&(6)(F).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 765302, heretofore issued to TEO BULACAN MENDOZA.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **REMEDIAL EDUCATION** in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to Respondent

to practice nursing in the State of Texas.

- B. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work.

II. COMPLIANCE WITH LAW

While under the terms of this Order, RESPONDENT agrees to comply in all respects with the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Order.

III. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education course(s) **within one (1) year of the effective date of this Order, unless otherwise specifically indicated:**

- A. **A Board-approved course in Texas nursing jurisprudence and ethics** that shall be a minimum of six (6) hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. Home study courses and video programs will not be approved.
- B. The course **"Respecting Professional Boundaries,"** a 3.9 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension.

- C. The course **“Sharpening Critical Thinking Skills,”** a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension.

In order to receive credit for completion of this/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-approved provider. *Information about Board-approved courses and Verification of Course Completion forms are available from the Board at www.bon.texas.gov/compliance.*

IV. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and RESPONDENT may be eligible for nurse licensure compact privileges, if any.

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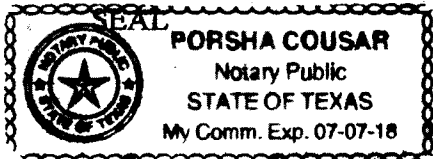
RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that when this Order becomes final and the terms of this Order become effective, a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including possible revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 19 day of March, 2015.

Teo Bulacan Mendoza
TEO BULACAN MENDOZA, Respondent

Sworn to and subscribed before me this 19th day of March, 2015



Porsha Cousar
Notary Public in and for the State of Texas

Approved as to form and substance.

Michael Khouri w/permission DBM
Michael J. Khouri, Attorney for Respondent

Signed this 24 day of March, 2015.

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby ratify and adopt the Agreed Order that was signed on the 19th day of March, 2015, by TEO BULACAN MENDOZA, Registered Nurse License Number 765302, and said Order is final.

Effective this 27th day of March, 2015.



Katherine A. Thomas, MN, RN, FAAN
Executive Director on behalf
of said Board