



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
Registered Nurse License Number 823659
issued to FATEMEH KHOSRAVANINEZHAD

§
§
§
§

AGREED ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of FATEMEH KHOSRAVANINEZHAD, Registered Nurse License Number 823659, 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)(8), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Agreed Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on March 2, 2019.

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 Agreed 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 University of Texas-El Paso, El Paso, Texas, on December 11, 2010. Respondent was licensed to practice professional nursing in the State of Texas on July 24, 2012.
5. Respondent's nursing employment history is unknown.

6. On or about July 30, 2018, Respondent's Privilege to Practice professional nursing in the State of Colorado was Suspended through an Order of Suspension issued by the Colorado State Board of Nursing, Denver, Colorado. A copy of the Colorado State Board of Nursing's Order of Suspension effective July 30, 2018, is attached and incorporated, by reference, as part of this Order. On or about February 5, 2019, Respondent was issued a Stipulation and Final Agency Order by the Colorado State Board of Nursing, Denver, Colorado. A copy of the Colorado State Board of Nursing's Stipulation and Final Agency Order effective February 5, 2019, is attached and incorporated, by reference, as part of this Order.
7. Formal Charges were filed on September 20, 2018.
8. Respondent's compliance with the terms of a Board approved peer assistance program should be sufficient to protect patients and the public.

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 cause pursuant to Section 301.452(b)(8), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 823659, heretofore issued to FATEMEH KHOSRAVANINEZHAD.
4. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.
5. The Board may, in its discretion, order a nurse to participate in a peer assistance program approved by the Board if the nurse would otherwise have been eligible for referral to peer assistance pursuant to Section 301.410, Texas Occupations Code.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that Registered Nurse License Number 823659, previously issued to FATEMEH KHOSRAVANINEZHAD, to practice nursing in the State of Texas is/are hereby **SUSPENDED** and said suspension is **ENFORCED** until RESPONDENT:

- A. (1) Applies to, is accepted into, and completes enrollment in the Texas Peer Assistance Program for Nurses (TPAPN), including payment of a non-refundable participation fee to TPAPN in the amount of five hundred dollars (\$500.00), if licensed as a registered nurse, or in the amount of three hundred fifty dollars (\$350.00), if licensed as a vocational nurse; (2) Is cleared to safely practice as a nurse based on a fitness evaluation, as may be required by TPAPN; and (3) Waives confidentiality and provides a copy of the fully executed TPAPN participation agreement to the Board.

OR

- B. (1) Applies to, is accepted into, and completes enrollment in the Colorado Peer Assistance Services (PAS) as an alternative to TPAPN; and (2) Waives confidentiality and provides a copy of the fully executed Colorado Peer Assistance Services (PAS) participation agreement to the Texas Board of Nursing.

IT IS FURTHER AGREED, upon verification of successful completion of one of the above specified requirements (either the requirements of paragraph A or B), the Suspension will be **STAYED**, and RESPONDENT will be placed on **PROBATION** for such time as is required for RESPONDENT to successfully complete the TPAPN or Colorado Peer Assistance Services (PAS), as applicable, **AND** until RESPONDENT fulfills the additional requirements of this Order.

- C. RESPONDENT SHALL pay all re-registration fees, if applicable, and RESPONDENT'S licensure status in the State of Texas will be updated to reflect the applicable conditions outlined herein.

- D. RESPONDENT SHALL comply with all requirements of the applicable participation agreement during its term and SHALL keep all applicable licenses to practice nursing in current status.
- E. RESPONDENT SHALL CAUSE the applicable program to notify the Texas Board of Nursing of any violation of the participation agreement.
- F. This Order SHALL apply to any and all future licenses issued to RESPONDENT to practice nursing in the State of Texas.
- G. This Order SHALL be applicable to RESPONDENT'S nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- H. As a result of this Order, RESPONDENT'S license(s) will be designated "single state" and RESPONDENT may not work outside the State of Texas in another nurse licensure compact party state.

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 Nursing Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Agreed 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 suspension being stayed, unless otherwise specifically indicated:

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 and video programs will not be approved.

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. EFFECT OF NONCOMPLIANCE

SHOULD RESPONDENT fail to comply with this Order or the terms of the participation agreement with the TPAPN, such noncompliance will result in further disciplinary action including TEMPORARY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of RESPONDENT'S license(s) and nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

V. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Agreed Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT may be eligible for nurse licensure compact privileges, if any.

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK.

CONTINUED ON NEXT PAGE.

RESPONDENT'S CERTIFICATION

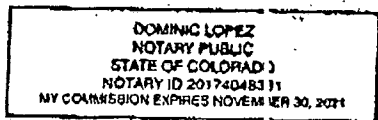
I understand that I have the right to legal counsel prior to signing this Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. I do acknowledge possessing a diagnosis that deems me eligible to participate in the Texas Peer Assistance Program for Nurses or the Colorado Peer Assistance Services (PAS), as applicable. By my signature on this Order, I agree to the entry of this Order and all conditions of said Order to obtain disposition of the allegations through peer assistance and to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes effective upon acceptance by the Executive Director on behalf of the Texas Board of Nursing and 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) and/or privileges to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 6 day of June, 2019.

[Signature]
FATEMEH KHOSRAVANINEZHAD, Respondent

Sworn to and subscribed before me this 6th day of June, 2019.

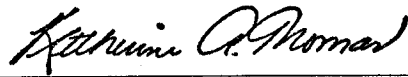
SEAL



[Signature]
Notary Public in and for the State of Colorado

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 6th day of June, 2019, by FATEMEH KHOSRAVANINEZHAD, Registered Nurse License Number 823659, and said Agreed Order is final.

Effective this 7th day of June, 2019.



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



I do hereby certify the foregoing to be a true copy of the document which is on file or is of record in my office

Heather A. Cox 7/13/18
Authorized Signature

BEFORE THE COLORADO STATE BOARD OF NURSING
STATE OF COLORADO

CASE NO. 2018-5509

NON-DISCIPLINARY INTERIM CESSATION OF PRACTICE AGREEMENT

IN THE MATTER OF THE MULTISTATE LICENSURE PRIVILEGE TO PRACTICE PROFESSIONAL NURSING IN THE STATE OF COLORADO PURSUANT TO THE NURSE LICENSURE COMPACT ISSUED TO FATEMEH KHOSRAVANEZHAD, RN, TEXAS LICENSE NO. 823659.

Respondent.

IT IS HEREBY STIPULATED and agreed by and between the State Board of Nursing ("Board") and Fatemeh Khosravaninezhad ("Respondent") (collectively "the parties"), as follows:

1. Respondent was licensed to practice as a professional nurse in the state of Texas on July 24, 2012 and was issued license number 823659, which Respondent has held since that date. Respondent has privilege to practice in Colorado under the Nurse Licensure Compact.

2. The Board has jurisdiction over Respondent and over the subject matter of this proceeding.

3. On July 20, 2018 the Board reviewed materials relating to Board case number 2018-5509, including information that on or about July 10, 2018 Respondent was working as a nurse at Good Samaritan Medical Center, SCL Health in Lafayette, Colorado. During Respondent's shift, the Medical Unit Shift Specialty Coordinator contacted the Medical Unit Manager regarding a possible diversion. It was documented that two (2) units of 0.5 mg IV Dilaudid and two (2) 5 mg Oxycodone IR were dispensed from Omnicell. The medication record indicated that 0.6 mg Dilaudid and 10 (ten) mg of Oxycodone were administered to the patient. Patient denied receiving any oral medication, only intravenous medication, and no discarded wrappers or plastic medication cups could be found. Respondent was requested to undergo a for-cause drug test and refused. When questioned regarding the missing Oxycodone, the Respondent pulled two (2) 5 mg Oxycodone from her pocket. An audit of Respondent's Omnicell transactions was performed and it was discovered that Respondent diverted two (2) 0.5 mg Oxycodone on June 22, 2018, fifteen (15) mg of Oxycodone on July 1, 2018, and two (2) 0.5 mg Oxycodone on July 10, 2018. The Board also reviewed information that a report was filed with Lafayette Police Department, incident number 2018-2122.

4. Respondent denies any and all allegations of a violation of the Nurse Practice Act. Respondent voluntarily enters into this agreement to facilitate further evaluation of the issues related to the above Board case number.

5. Based upon the information and the totality of the circumstances, Respondent is being offered this agreement for Respondent not to practice as a professional nurse in the interim

as set forth in more detail below, and the Board has authorized the parties to enter into an agreement for Respondent to limit her practice as a professional nurse.

6. The parties have agreed to enter into this Non-Disciplinary Interim Cessation of Practice Agreement ("Interim Agreement") pending further evaluation and investigation of Respondent to determine what further actions, if any, are warranted. Any summary suspension that could be imposed by the Board is hereby stayed pursuant to the terms of this Interim Agreement.

7. Respondent agrees that she will not perform any act requiring a license issued by the Board while this Interim Agreement is in effect.

8. This Interim Agreement shall remain in effect until such time as the parties reach a final disposition of this case or, in the event summary suspension proceedings are initiated, an order for summary suspension is entered.

9. The Board agrees that it will not institute summary suspension proceedings while this Interim Agreement is in effect so long as the Respondent remains in compliance with this Interim Agreement and so long as the Board does not learn of new information that would indicate that summary suspension is warranted.

10. Nothing in this Interim Agreement shall constitute disciplinary action, a finding that Respondent has engaged in unprofessional conduct, or any admission by Respondent of unprofessional conduct. There have been no final determinations regarding Respondent's professional competence or professional conduct. Nothing in this Interim Agreement shall constitute final actions as defined in section 24-4-102(1), C.R.S.

11. Nothing in this Interim Agreement shall preclude the Board from initiating disciplinary action pursuant to section 12-38-116.5, C.R.S., or issuing a Final Agency Order while this Interim Agreement is in effect.

12. Respondent understands that Respondent has the right to be represented by counsel of Respondent's choice in this matter, and if Respondent is not represented by counsel in this matter, Respondent has voluntarily chosen to proceed without counsel.

13. The terms of this Interim Agreement were mutually negotiated and determined.

14. Both parties acknowledge that they understand the legal consequences of this Interim Agreement, both parties enter into this Interim Agreement voluntarily, and both parties agree that no term or condition of this Interim Agreement is unconscionable.

15. This Interim Agreement and all its terms constitute a valid board order for purposes of section 12-38-117(1)(g), C.R.S.

16. Invalidation of any portion of this Interim Agreement by judgment or court order shall in no way affect any other provision, which provision shall remain in full force and effect.

17. This Interim Agreement shall become effective upon signature by Respondent. Respondent acknowledges that the Board may choose not to accept the terms of this Interim Agreement and that if the Interim Agreement is not approved by the Board and signed by a Board member or other authorized person, it is void.

18. This Interim Agreement constitutes the entire agreement between the parties, and there are no other agreements or promises, written or oral, which modify, interpret, construe or affect this Interim Agreement.

19. All costs and expenses incurred by Respondent to comply with this Interim Agreement shall be the sole responsibility of Respondent, and shall in no way be the obligation of the Board.

20. Upon becoming effective, this Interim Agreement shall be open to public inspection and shall be publicized pursuant to the Board's standard policies and procedures. While this Interim Agreement does not constitute discipline against Respondent's license, it may be reported to the National Practitioner Data Bank and as otherwise required by law.

---THE REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK.---

RESPONDENT

Pauline M. ... RN

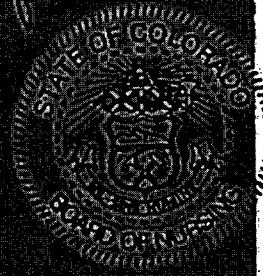
Approved this 29 day of July 2018

STATE BOARD OF NURSING

KAY ...
Program Director
State Board of Nursing
1500 Broadway, Suite 1350

Denver, Colorado 80202

Approved this 30 day of July 2018



BEFORE THE STATE BOARD OF NURSING
STATE OF COLORADO

Case No. 2018-5509



I do hereby certify the foregoing to be a true copy of the document which is on file or is of record in my office

R. Murray 7/27/18
Authorized Signature

ORDER OF SUSPENSION FROM THE PRACTICE OF NURSING, PURSUANT TO SECTION 12-38-116.5(8)(a), C.R.S.

IN THE MATTER OF THE PRIVILEGE TO PRACTICE PROFESSIONAL NURSING IN THE STATE OF COLORADO OF FATEMEH KHOSRAVANEZHAD, TEXAS RN MULTISTATE LICENSE NUMBER 823659,

Respondent.

TO: Fatemeh Khosravaninezhad, TX RN ("Respondent")

Pursuant to section 12-38-116.5(8)(a), C.R.S., Respondent's privilege to practice professional nursing in the State of Colorado is hereby suspended by the Board effective July 30, 2018, based on the following:

1. Respondent was licensed to practice as a professional nurse in the State of Texas on July 24, 2012, and was issued Texas multistate license number 823659. Respondent has been licensed at all relevant times therein and is now so licensed.
2. Respondent was licensed to practice as a professional nurse in the District of Columbia on September 21, 2017, and was issued DC license number 1046211. Respondent has been licensed at all relevant times therein and is now so licensed.
3. On July 19, 2018, the State Board of Nursing ("Board"), reviewed all matters set forth in Case Number 2018-5509. Specifically, the Board considered information involving the Respondent's mental and/or physical condition. Based on the material reviewed and the totality of the circumstances of this case, the Board has reasonable cause to believe that Respondent is unable to practice nursing with reasonable skill and safety to patients because of a condition listed in section(s) 12-38-117(1)(i) and/or (j), C.R.S. Thus, the Board ordered Respondent to submit to a mental and/or physical examination pursuant to section 12-38-116.5(8)(a), C.R.S.
4. On July 20, 2018, the Board issued an Order ("Order") requiring the Respondent to submit to a mental and/or physical examination to be conducted by Peer Assistance Services ("PAS") to determine if Respondent is able to practice nursing with reasonable skill and safety to patients.
5. The Order directed Respondent to contact and schedule an examination with PAS within three (3) days the date of the Order, and the examination was to be conducted within thirty (30) days of the date of the Order. The Order directed the Respondent to appear for all appointments with PAS evaluator(s) or with any additional evaluators as recommended by PAS, to provide any information requested by PAS, to schedule timely appointments as requested by PAS, and to otherwise cooperate fully with PAS in a timely manner. Respondent was further ordered to comply with any and all

requests deemed necessary by PAS to determine if Respondent is able to practice nursing with reasonable skill and safety to patients because of a condition described in section 12-38-117(1)(i) and/or (j), C.R.S.

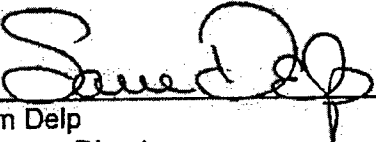
6. On or about July 24, 2018, Peer Assistance Services informed the Board that the Respondent failed to schedule an appointment for an examination. As of the date of this Order the Respondent has not contacted Peer Assistance Services in any manner.
7. Respondent thereby failed to comply with the July 20, 2018 Board Order.
8. Respondent's failure to comply with the requirements of the July 20, 2018 Board Order is a violation of the Order and is grounds for discipline pursuant to section 12-38-117(1)(g), C.R.S.
9. According to section 12-38-116.5(8)(a), C.R.S., the Board is authorized to suspend Respondent's privilege to practice professional nursing in the State of Colorado until Respondent fully complies with the Board's Order for an examination.

THEREFORE IT IS ORDERED, in accordance with section 12-38-116.5(8)(a), C.R.S., that the privilege to practice professional nursing of Fatemeh Khosravaninezhad is suspended, effective 5:00 P.M., on July 30, 2018. Any such suspension shall remain in effect until lifted by the Board and Respondent has received written notice from the Board that the suspension has been vacated. The Board shall lift the suspension upon review of evidence establishing that the Respondent has resumed compliance with the July 20, 2018 Board Order.

COMMENCING AT 5:00 P.M. ON JULY 30, 2018, RESPONDENT SHALL NOT ENGAGE IN OR PERFORM ANY ACT REQUIRING A MULTISTATE LICENSE TO PRACTICE PROFESSIONAL NURSING IN THE STATE OF COLORADO.

DATED AND SIGNED this 27th of July, 2018.

FOR THE STATE BOARD OF NURSING



Sam Delp
Program Director





I do hereby certify the foregoing to be a true copy of the document which is on file or is of record in my office

R. Maloney 2/5/19
Authorized Signature

BEFORE THE STATE BOARD OF NURSING

STATE OF COLORADO

Case Nos. 2018-5509 & 2018-9331

STIPULATION AND FINAL AGENCY ORDER

IN THE MATTER OF THE APPLICATION FOR A LICENSE TO PRACTICE PROFESSIONAL NURSING IN THE STATE OF COLORADO OF FATEMEH KHOSRAVANEZHAD, ISSUED LICENSE NO. RN 1660006,

Applicant:

IT IS HEREBY STIPULATED by and between the State Board of Nursing, Inquiry Panel A (the "Board"), and Fatemeh Khosravaninezhad, RN ("Applicant"), as follows:

1. Applicant was licensed to practice as a professional nurse in the State of Texas, a party state to the Nurse Licensure Compact, sections 24-60-3201 and -3202, C.R.S., on July 24, 2012.

2. Applicant submitted an application for a license to practice as a professional nurse in the State of Colorado on November 21, 2018 ("Application"). The Board considered Applicant's Application and agreed to grant Applicant a license to practice professional nursing in Colorado subject to the terms and conditions of this Stipulation and Final Agency Order ("Order").

3. The Board has jurisdiction over the person of Applicant and the subject matter of this Order.

4. It is the intent of the parties and the purpose of this Order to provide for a settlement of all matters set forth in case numbers 2018-5509 and 2018-9331 only, without the necessity of holding a formal disciplinary hearing. This Order constitutes the entire agreement between the parties, and there are no other agreements or promises, written or oral, which modify, interpret, construe, or affect this Order.

5. Applicant understands that:

a. Applicant has the right to be represented by an attorney of Applicant's choice, and Applicant has voluntarily chosen to proceed without representation;

b. Applicant has the right to a formal disciplinary hearing pursuant to sections 12-38-118, 24-4-104(9), and 24-4-105, C.R.S.;

c. By entering into this Order, Applicant knowingly and voluntarily waives the right to a hearing, admits the facts contained in this Order, and relieves the Board of its burden of proving such facts;

d. By entering into this Order, Applicant knowingly and voluntarily waives the right to present a defense by oral and documentary evidence, and to cross-examine witnesses who would testify on behalf of the Board;

e. By entering into this Order, Applicant knowingly and voluntarily waives the right to seek judicial review of this Order; and

f. By entering into this Order, Applicant agrees that during the effective period of this Order, any license issued by the State of Colorado shall be a single state license without multistate licensure privilege to practice in other states, except as otherwise provided in this Order.

6. Applicant admits as follows:

a. Applicant was licensed to practice as a professional nurse in the State of Texas on July 24, 2012, and was issued Texas multistate license number 823659. Applicant has been licensed at all relevant times therein and is now so licensed.

b. Applicant was licensed to practice as a professional nurse in the District of Columbia on September 21, 2017, and was issued DC license number 1046211, which expired on June 30, 2018.

c. Applicant was employed as a professional nurse for Fastaff Traveling Nursing, a traveling nurse staffing agency in Colorado, at all relevant times herein.

d. On or around July 10, 2018, Applicant was on assignment at SCL Health ("SCL Health") in Lafayette, Colorado.

e. SCL Health initiated an investigation and sought a for-cause drug screen from Applicant. Applicant refused a drug screen.

f. On July 20, 2018, the Board issued Applicant an Order Pursuant to Section 12-38-116.5(8)(a), C.R.S., for a mental and/or physical examination ("July 2018 Order").

g. On July 24, 2018, the Board received information from its nursing peer health assistance or nurse alternative to discipline program, as provided by, and also known as, Peer Assistance Services ("PAS"), that Applicant failed to schedule an appointment with PAS for an examination within three (3) calendar days of the July 2018 Order. Applicant thereby failed to comply with the July 2018 Order.

h. Due to Applicant's failure to timely comply with the terms of the July 2018 Order, the Board issued an Order of Suspension Pursuant to Section 12-38-116.5(8)(a), C.R.S., on July 30, 2018, suspending Applicant's privilege to practice professional nursing in Colorado.

i. On or about July 29, 2018, Applicant and the Board entered into an Interim Cessation of Practice Agreement in which Applicant agreed to not perform any act requiring a license issued by the Board while the Interim Agreement was in effect.

j. On or around November 21, 2018, Applicant filed the Application.

k. On the Application, Applicant answered "yes" to the question that states: "Has any nursing or other healthcare license held by you been denied,

revoked, suspended, reprimanded, fined, surrendered, restricted, limited, or placed on probation in any state or in any territory of the United States?"

l. On the Application, Applicant answered "yes" to the question that states: " Are you under investigation or is a disciplinary action pending against your nursing license, registration, or certificate or other healthcare license in any state or territory of the United States?"

m. On December 20, 2018, Applicant underwent an assessment with PAS.

n. The evaluator concluded that Applicant is only safe to practice as a nurse with reasonable skill and safety with treatment and monitoring.

o. Applicant has excessively used or abused alcohol, habit-forming drugs, and/or controlled substances.

p. Applicant has a physical or mental disability which renders her unable to practice nursing with reasonable skill and safety.

7. By virtue of the facts admitted in paragraph 5 above, Applicant admits, and the Board hereby finds, that Applicant is subject to discipline pursuant to 12-38-117(1)(g), (i), and (j), C.R.S.

8. The Board is authorized by sections 12-38-116.5(4)(c)(III) and -118, C.R.S., to order such conditions upon Applicant's practice as deemed necessary, which are set forth in this Order.

9. The Board is authorized to suspend, revoke, impose an administrative fine, or otherwise discipline any licensee as provided in section 12-38-108(1)(b.5), C.R.S., for any of the following:

12-38-117. Grounds for discipline. (1) "Grounds for discipline," as used in this article, means any action by any person who:

- (g) Has negligently or willfully violated any order, rule, or regulation of the board pertaining to nursing practice or licensure;
- (i) Excessively uses or abuses alcohol, habit-forming drugs, controlled substances, as defined in section 18-18-102(5), or other drugs having similar effects, or is diverting controlled substances, as defined in section 18-18-102(5), or other drugs having similar effects from the licensee's place of employment; except that the board has the discretion not to discipline the licensee if such licensee is participating in good faith in a program approved by the board designed to end such excessive use or abuse;
- (j) Has a physical or mental disability which renders him unable to practice nursing with reasonable skill and safety to the patients and which may endanger the health or safety of persons under his care.

PARTICIPATION IN PEER ASSISTANCE SERVICES

10. By entering into this Order, Applicant agrees to participate PAS for a minimum of five (5) years, pursuant to section 12-38-131, C.R.S. In the event that PAS is eliminated or in any way ceases to exist during the period of time in which Applicant is undergoing evaluation or monitoring, the Board may order substitution of another such program or the Board itself may monitor Applicant. Under such circumstances, monitoring terms may be subject to amendment or revision, as the Board, in its discretion, determines necessary to establish terms substantially equivalent to those set forth in this Order and all provisions of this Order concerning PAS shall be applicable to the substituted program. Additionally, Applicant hereby agrees that any release or authorization granted to PAS shall also apply to any subsequent program during the effective period of this Order.

11. By entering into this Order, Applicant agrees to schedule an intake appointment with PAS within three (3) days of the effective date of this Order. The intake appointment must take place within fifteen (15) days of contacting PAS. Failure to schedule the intake appointment within three (3) days of the effective date of this Order shall constitute a violation of this Order.

12. Applicant shall be evaluated by PAS to determine an appropriate monitoring contract. Applicant agrees to comply with all terms and conditions determined by PAS, and shall enter into a written contract with PAS, setting forth such terms and conditions (the "PAS Contract"). Failure to sign the PAS Contract within fourteen (14) days of the completed intake appointment shall constitute a violation of this Order.

13. By entering into this Order, Applicant authorizes the Board to request and receive information, which would otherwise be confidential, that is related to Applicant from any healthcare professional providing services pursuant to Applicant's involvement in PAS. Additionally, Applicant authorizes the Board to release Board records to any healthcare professional providing services pursuant to Applicant's involvement in PAS.

14. This information may include alcohol and drug abuse treatment program records that may be confidential under federal or state law. Applicant authorizes the Board to re-disclose and make public, consistent with Board policy, information obtained from PAS necessary for the limited purposes of enforcing this Order, seeking sanctions for non-compliance with this Order, or other purposes authorized in the Nurse Practice Act, sections 12-38-101 to -301, C.R.S. Medical records shall not become public records by virtue of such use. Any revocation of any release or authorization by Applicant concerning such confidential information shall constitute a violation of this Order.

15. Within two (2) weeks of the effective date of this Order, and within two (2) weeks of obtaining nursing employment at any time during the pendency of this Order, Applicant shall provide a copy of this Order to the immediate nursing supervisor at Applicant's place of employment.

POSSIBLE SANCTIONS FOR VIOLATION OF THIS ORDER

16. Applicant shall comply fully and in a timely manner with all requirements, recommendations, restrictions, and directions of the treatment program, as specified in the PAS Contract signed by Applicant.

17. Applicant acknowledges that PAS shall provide a report to the Board within twenty four (24) hours, or the next working day, of Applicant's termination from PAS for any reason other than successful completion. Termination from PAS may occur for failure to comply with any term of the PAS Contract, or upon a finding by PAS that Applicant is unable to practice nursing with reasonable skill and safety to the patients. PAS may also refer Applicant to the Board for non-compliance not resulting in termination from PAS. Following notification of Applicant's non-compliance with PAS or termination from PAS, the Board may take appropriate action as authorized by the Nurse Practice Act, sections 12-38-101 through -131, C.R.S., and/or this Order.

18. Applicant acknowledges that if Applicant is referred to the Board for non-compliance, documents kept in the possession of PAS regarding Applicant will be sent to the Board.

19. If at any time during the duration of this Order, Applicant fails to attend or complete PAS, the Board may, as provided by section 12-38-131(4), C.R.S., immediately suspend Applicant's license to practice professional nursing.

a. In the event that the Board suspends Applicant's license for failing to attend or complete PAS, the Board shall send an Order of Suspension to Applicant by first class mail to Applicant's address of record with the Board. Such suspension shall be effective three days after the Order of Suspension is mailed by first class mail, postage prepaid, to Applicant's address of record.

b. In the case of such suspension, the Board shall lift the suspension upon review of evidence establishing that Applicant has resumed compliance with the PAS Contract.

c. Within ten (10) days of the receipt of an Order of Suspension, Applicant may request a hearing contesting the allegation(s) that led to the section 12-38-131, C.R.S., suspension. In the hearing, Applicant shall bear the burden of proving that the license should not be suspended. Such hearing will be limited to the issue of whether Applicant failed to attend or complete the program. A request for hearing will not stay the suspension of Applicant license.

20. If at any time during the duration of this Order, Applicant violated any term of this Order other than as addressed in the above paragraph, the Board may, as provided by section 12-38-116.5(4)(c)(IV), C.R.S., revoke or suspend Applicant's license to practice professional nursing until such time as Applicant complies with such conditions.

a. In the event that the Board suspends Applicant's license pursuant to section 12-38-116.5(4)(c)(IV), C.R.S., the Board shall send an Order of Suspension by first class mail to Applicant's address of record with the Board. Such suspension shall be effective three (3) days after the date the Order of Suspension is mailed by first class mail, postage prepaid, to Applicant's address of record.

b. The Board shall lift the suspension upon review of evidence establishing that Applicant has resumed compliance with this Order.

c. Within ten (10) days of the receipt of an Order of Suspension, Applicant may request a hearing contesting the allegation(s) that led to the section 12-38-116.5(4)(c)(IV), C.R.S., suspension. In the hearing, Applicant shall bear the burden of proving that the license should not be suspended. Such hearing will be limited to the issue of whether Applicant complied with all terms of this Order. A request for hearing will not stay the suspension of Applicant's license.

d. Nothing in this paragraph 20 shall limit the Board's ability to discipline Applicant as provided by the Nurse Practice Act, and the State Administrative Procedure Act, sections 24-4-101 through -108, C.R.S.

21. In addition to any remedy set forth above, the Board may commence disciplinary proceedings pursuant to sections 12-38-116.5 and 24-4-104 and -105, C.R.S., for any additional act subject to discipline under section 12-38-117, C.R.S. In the event of a subsequent disciplinary hearing, this Order shall be admissible into evidence. In the event the facts that constitute the alleged violation of this Order are determined to be unproven, no disciplinary action shall be taken by the Board, and this Order shall remain operative and in full force and effect. The pendency of any disciplinary action pursuant to this Order shall not affect the obligation of Applicant to comply with the terms of this Order.

OTHER TERMS

22. At the end of Applicant's PAS Contract, Applicant will provide written proof to the Board of successful completion of the PAS Contract. If the Board finds that Applicant adhered to all terms of this Order, then this proceeding shall be concluded.

23. In the event of relocation to another state, Applicant shall notify the Board of the change of address within thirty (30) days of such relocation. Applicant acknowledges that the Board may notify the Board of Nursing, or the equivalent regulatory agency in any state to which Applicant relocates or applies for a health care license, of the existence and terms of, and Applicant's compliance with, this Order.

24. With regards to the Enhanced Nurse Licensure Compact, sections 24-60-3801 and -3802, C.R.S., Applicant agrees to limit Applicant's practice to Applicant's home state during the pendency of this Order.

25. Applicant shall comply with all provisions of the Nurse Practice Act, all rules and regulations of the Board, and obey all other state and federal laws while the terms of this Order are in effect.

26. Both parties acknowledge that the terms of this Order were mutually negotiated and determined.

27. Both parties acknowledge that they understand the legal consequences of this Order, both parties enter into this Order voluntarily, and both parties agree that no term or condition of this Order is unconscionable.

28. All costs and expenses incurred by Applicant to comply with this Order shall be the sole responsibility of Applicant, and shall not in any way be the obligation of the Board.

29. This Order shall be effective upon (a) mailing by first-class mail to Applicant at Applicant's address of record with the Board, or (b) service by e-mail on Applicant at Applicant's electronic address of record with the Board. Applicant hereby consents to service by electronic means if Applicant has an electronic address on file with the Board.

30. In the event this Order is not signed by an authorized Board representative, it shall be void and Applicant shall not be bound by any provisions hereof or admissions herein.

31. Upon becoming effective, this Order and all of its terms shall have the same force and effect as an order entered after a formal hearing pursuant to section 12-38-118, C.R.S., except that it may not be appealed. This Order and all of its terms also constitute an order of the Board for purposes of section 12-38-117(1)(g), C.R.S., and any violation of this Order may constitute grounds for further disciplinary sanctions.

32. This Order shall be admissible as evidence at any future hearing before the Board.

33. During the pendency of any action arising out of this Order, the obligations of the parties shall be deemed to be in full force and effect and shall not be tolled.

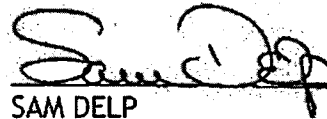
34. Upon becoming effective, this Order shall become a permanent part of the record and shall be open to public inspection and publicized pursuant to the Board's standard policies and procedures. Additionally, this Order shall be reported to the National Council of State Boards of Nursing, the National Practitioner Data Bank, and as otherwise required by state or federal law.

APPLICANT



FATEMEH KHOSRAVANINEZHAD, RN

STATE BOARD OF NURSING



SAM DELP
Senior Program Director
State Board of Nursing
1560 Broadway, Suite 1370
Denver, Colorado 80202



Approved: This 5 day
of February, 2019.

The FOREGOING Stipulation and Final Agency Order is effective upon service to Applicant, on this 5th day of February, 2019.