

BEFORE THE VIRGINIA BOARD OF NURSING

IN RE: CYNTHIA LYNNE WILLIAMS, R.N.
License Number: 0001-254845
Expiration Date: June 30, 2017
Case Number: 170844

**NOTICE OF INFORMAL CONFERENCE BEFORE AN AGENCY SUBORDINATE
AND STATEMENT OF ALLEGATIONS**

You are hereby notified that an informal conference has been scheduled before an Agency Subordinate of the Board of Nursing ("Board") regarding your license to practice professional nursing in the Commonwealth of Virginia.

TYPE OF PROCEEDING:	This is an informal conference before an Agency Subordinate of the Board of Nursing.
DATE AND TIME:	August 16, 2016 at 1:00 p.m.
PLACE:	Virginia Department of Health Professions Perimeter Center - 9960 Mayland Drive 2 nd Floor - Virginia Conference Center Henrico, Virginia 23233

LEGAL AUTHORITY AND JURISDICTION:

1. This informal conference is being held pursuant to Virginia Code §§ 2.2-4019 and 54.1-2400(10). This proceeding will be convened as a public meeting pursuant to Virginia Code § 2.2-3700.

2. After consideration of all information, the Agency Subordinate is authorized to take any of the following actions:

- If the Agency Subordinate finds that there is insufficient evidence to warrant further action or that the charges are without foundation, notify you by mail that your record has been cleared of any charge which might affect your right to practice professional nursing in the Commonwealth;

- Recommend findings of fact, conclusions of law and a sanction, to include a reprimand, placing you on probation with terms, suspension or revocation of your license, or imposing a monetary penalty pursuant to § 54.1-2401 of the Code.

Further, the Agency Subordinate may refer this matter for a formal administrative proceeding pursuant to Virginia Code § 2.2-4020.

Board's Review of Agency Subordinate's Recommended Decision

If you **appear in person or by counsel at the informal conference**, the recommendation of the Agency Subordinate will be presented to a quorum of the Board. The Board may accept or modify the recommendation, or reject the recommendation and refer the case to a formal hearing. If you do not agree with the decision of the Board, you have the right to a formal administrative hearing before the Board.

If you **fail to appear in person or by counsel at the informal conference**, the recommendation of the Agency Subordinate will be presented to a quorum of the Board. The Board may accept or modify the recommendation, or reject the recommendation and refer the case to a formal hearing. The Board's decision regarding the agency subordinate's recommendation is a final order that can only be appealed to circuit court as provided by Rule 2A:2 of the Supreme Court of Virginia.

ABSENCE OF RESPONDENT AND RESPONDENT'S COUNSEL:

If you fail to appear at the informal conference, the Agency Subordinate may proceed to hear this matter in your absence and may take any of the actions outlined above.

RESPONDENT'S LEGAL RIGHTS:

You have the right to the information on which the Agency Subordinate will rely in making a decision, to be represented by counsel at this proceeding, to subpoena witnesses and/or documents, and to present relevant evidence on your behalf.

COMMONWEALTH'S EXHIBIT:

Enclosed is a copy of the documents that will be considered by the Agency Subordinate when discussing any allegations with you and when deliberating on your case. **These documents are enclosed only with the notice sent by certified mail, which you may be required to claim at the post office. Please bring these documents with you to the informal conference.**

FILING DEADLINES:


1. Deadline for filing exhibits: August 9, 2016. Submit 5 copies of all documents you want the Board to consider to Sylvia Tamayo-Suijk, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233. Exhibits may not be sent by facsimile or e-mail.
2. Deadline for filing motions, including requests for continuance or objections to exhibits, in writing, to Sylvia Tamayo-Suijk at the above address: August 9, 2016. NOTE: the failure to object to exhibits does not deprive you of the right to contest their contents at the proceeding.

STATEMENT OF ALLEGATIONS

The Board of Nursing alleges that:

1. At all times relevant hereto, Cynthia Lynne Williams, R.N. was licensed to practice professional nursing in the Commonwealth of Virginia.
2. Ms. Williams violated Virginia Code § 54.1-3007(2), (5), and (8) and 18 VAC 90-20-300(A)(2)(f) of the Regulations Governing the Practice of Nursing (“Regulations”) in that during the course of her employment with DaVita Dialysis while on assignment at Sentara Virginia Beach General Hospital (“SVBGH”) she committed the following practice errors:
 - a. On or about September 30, 2015, Ms. Williams failed to clean the dialysis machine with bleach after administering dialysis to a patient who was identified as positive for Hepatitis B.
 - b. On or about November 11, 2015, Ms. Williams misread a patient’s Hepatitis B status as negative when, in fact, the patient was Hepatitis B positive. Ms. Williams failed to clean the dialysis machine with bleach after administering dialysis to this patient. As a result of her error, two subsequent patients were exposed to Hepatitis B.
3. Ms. Williams violated Virginia Code § 54.1-3007(5) and (6) in that on or about November 18, 2015, while on duty and during an investigative interview conducted by SVBGH regarding her dialysis errors, she was impaired by alcohol, as demonstrated by inappropriate speech, glazed eyes, red, flushed skin, and the odor of alcohol on her person. A reasonable suspicion breathalyzer test administered subsequent to the interview revealed a blood alcohol content of 0.03 grams.
4. Ms. Williams violated Virginia Code § 54.1-3007(6) in that she is unsafe to practice as a professional nurse due to substance abuse, as evidenced by the following:

- a. Ms. Williams signed a Participation Contract with the Health Practitioners' Monitoring Program ("HPMP") on January 13, 2016, in which she acknowledged that her history of alcohol abuse impairs her ability to safely practice. On March 28, 2016, Ms. Williams signed a Recovery Monitoring Contract which required her to attend 12-step meetings, continue group therapy and participate in toxicology screening.
- b. On or about April 4, 2016, Ms. Williams' toxicology screen was positive for alcohol.
- c. On or about April 11, 2016, Ms. Williams' breathalyzer was positive for alcohol.
- d. Ms. Williams was dismissed from the HPMP on May 20, 2016, for noncompliance, including continued use of alcohol, failure to have a date of entry into residential treatment as required, and failure to maintain communication with HPMP.


Gloria Mitchell-Lively, R.N., M.S.N., M.B.A.
Deputy Executive Director
Virginia Board of Nursing

7-18-16
Date