



# COMMONWEALTH of VIRGINIA

David E. Brown, D.C.  
Director

## Department of Health Professions

Perimeter Center  
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Virginia Board of Nursing  
Jay P. Douglas, MSM, RN, CSAC, FRE  
Executive Director

Board of Nursing (804) 367-4515  
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### NOTICE OF INFORMAL CONFERENCE BEFORE AN AGENCY SUBORDINATE

March 23, 2016

Ashley Lafferty, C.N.A., R.M.A.  
5260 Riner Road  
Riner, Virginia 24149

**CERTIFIED MAIL**  
**9414726699042028481446**

RE: VA Certificate No.: 1401-114875  
Expiration Date: July 31, 2016

RE: VA Registration No.: 0031-006040  
Expiration Date: April 30, 2016

Dear Ms. Lafferty:

This letter is official notification that an informal conference of the Virginia Board of Nursing ("Board") will be held on **April 19, 2016, at 1:00 p.m.**, at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Henrico, Virginia. In accordance with §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), this informal conference will be held before an agency subordinate of the Board of Nursing. This informal conference will be convened as a public meeting pursuant to § 2.2-3700 *et seq.* of the Code. The agency subordinate will inquire into allegations that you may have violated certain laws and regulations governing nurse aide and medication aide practice in Virginia.

Specifically:

1. You may have violated § 54.1-3007(2), (5) and (6) of the Code, 18 VAC 90-25-100(2)(c) of the Regulations Governing Certified Nurse Aides and 18 VAC 90-60-120(2)(c) of the Regulations Governing the Registration of Medication Aides in that on or about September 29, 2015,

during the course of your employment with It's About Time, Inc., Roanoke, Virginia, you diverted one Ativan tablet (C-IV) for your own personal unauthorized use.

2. You may have violated § 54.1-3007(6) of the Code in that you may be unable to safely practice as a medication aide and nurse aide due to mental illness and substance abuse, as evidenced by the following:

a. On or about March 18, 2007, you were convicted of possession of marijuana in the Roanoke City, Virginia, General District Court.

b. On or about October 13, 2009, and March 13, 2015, you were convicted of public swearing/intoxication in the Roanoke City General District Court.

c. On or about August 18, 2010, you were convicted of being public swearing /intoxication in the Roanoke City General District Court.

d. On or about January 26, 2015, during an intake session with Blue Ridge Behavioral Healthcare, Roanoke, Virginia, you admitted that you attempted suicide by overdose in March 2014, and that you entered rehabilitation after an overdose in 2000.

e. On or about August 14, 2015, you were admitted to Lewis Gale Medical Center for Behavioral Health, Salem, Virginia, complaining of suicidal ideations. At the time of your admission, you tested positive for tetrahydrocannabinol (THC). You were diagnosed with major depression and cannabis abuse.

f. On or about October 20, 2015, you were convicted of public intoxication in the Roanoke City General District Court.

g. On or about November 18, 2015, during an intake session with Blue Ridge Behavioral Healthcare, you admitted using methamphetamine daily as well as opiates.

3. You may have violated § 54.1-3007(4) of the Code in that:

a. On or about February 2, 2007, May 19, 2008 and August 29, 2008, you were convicted of petit larceny in the Roanoke City General District Court.

b. On or about January 8, 2014, you were convicted of petit larceny in the Salem, Virginia, General District Court.

In its deliberations, the agency subordinate may use the Sanction Reference Points System, as contained in the Sanction Reference Manual. The manual, which is a guidance document of the Board, may be accessed at <http://www.dhp.virginia.gov/nursing>. Please click on *Guidance Documents*, then select #90-7. You may also request a paper copy from the Board office by calling (804) 367-4515.

After consideration of all information, the agency subordinate may:

- 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 as a nurse aide and medication aide in the Commonwealth; or
- 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 certificate and registration, 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 § 2.2-4020 of the Code.

Since the allegations listed above involve impairment, please be advised that you may make application to the Health Practitioners' Monitoring Program ("HPMP"), which is available to all health care practitioners licensed in Virginia. Information about the HPMP is enclosed. Should you enter into a written agreement with the HPMP prior to your informal conference, the agency subordinate will take that into consideration when making a recommendation in your case.

#### **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 panel of the Board. The Board may accept or modify the recommendation, or reject the recommendation and move the case to 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 panel of the Board. The Board may accept or modify the recommendation, or reject the recommendation. 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.

You have the right to information that will be relied upon by the agency subordinate in making a decision. Therefore, I enclose a copy of the documents that will be distributed to the agency subordinate, and will be considered when discussing the allegations with you and when deliberating upon your case. **These documents are enclosed only with the original 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.**

To facilitate this proceeding, you should submit five copies of any documents you wish the agency subordinate to consider to the Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Richmond, VA 23233, by April 12, 2016. Your documents may not be submitted by facsimile or email.

You may be represented by an attorney at the informal conference. If you obtain counsel, you should do so as soon as possible, because absent good cause to support a request for a continuance, the informal conference will be held on April 19, 2016. A request to continue this proceeding must state **in detail** the reason for the request and must establish good cause. Such request must be made, in writing, to me at the address listed on this letter and must be received by 12 noon on April 12, 2016. Only one such motion will be considered. Absent critical circumstances, such as personal or family illness, a request for a continuance after April 12, 2016, will not be considered.

Relevant sections of the Administrative Process Act, which govern proceedings of this nature, as well as laws relating to the practice of nursing and other healing arts in Virginia cited in this notice can be found on the Internet at <http://leg1.state.va.us>. To access this information, please click on the *Code of Virginia* for statutes and *Virginia Administrative Code* for regulations.

Please advise the Board, in writing, of your intention to be present. If you have any questions regarding this notice, please contact this office, at (804) 367-4614.

Sincerely,



Brenda Krohn, R.N., M.S.  
Deputy Executive Director

BK/fdb  
Enclosures

cc: Anne G. Joseph, Deputy Director, Administrative Proceedings Division  
Cynthia E. Gaines, Adjudication Specialist  
Denise Sexton, RN, BSN, CLNC, Senior Investigator (Case No. 169371 and 169372)  
Agency Subordinate