

**STATE OF VERMONT
SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING**

IN RE:	)	
Mary Putnam	)	Docket No. 2025-186
License No. 026.0042106	)	
	)	

STIPULATION AND CONSENT ORDER

STIPULATION

NOW COME the State of Vermont, by and through Prosecuting Attorney George Hasselback, and Respondent Mary Putnam, by and through her counsel Evan Chadwick, Esq., who hereby stipulate and agree as follows:

Board Authority

1. The Board has the authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses; or prevent the renewal of lapsed licenses if, after a disciplinary hearing, the Board finds that the Respondent has engaged in unprofessional conduct. 3 V.S.A. § 129(a); 3 V.S.A. § 129a; 3 V.S.A. § 814(d); 26 V.S.A. Chapter 28; the Administrative Rules of the Board of Nursing (the ARBN); and the Rules of the Office of Professional Regulation (OPR Rules).

Statement of Facts

2. Mary Putnam (Respondent) of Chester, VT, is licensed by the State of Vermont as a Registered Nurse (RN) under license number 026.0042106. This license was first issued on May 19, 2008, and expires on March 31, 2027.
3. At all times relevant to this matter, Respondent was employed as an RN at a hospital located in Springfield, VT ("the Facility").
4. On or about April 2, 2025, Respondent accessed the electronic medical records of a patient of the Facility identified by the initials "MD" without any legitimate, medically-related reason for doing so.
5. Specifically, Respondent accessed the results of an echocardiogram test that had been performed on MD.
6. Respondent had no legitimate, medically-related need to access these results, as the proper procedure would have been for these results to have been reviewed by a physician who would later review the results with MD.

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7. At the time Respondent reviewed the results, they had not yet been reviewed by a physician.
8. Upon reviewing the echocardiogram results, Respondent interpreted those results and told MD that she "did not see anything overly concerning" about the results.
9. This statement to MD constituted a medical diagnosis, which Respondent is not qualified to give.

Violation One: 3 V.S.A. §129a(a)(3) Failing to comply with provisions of federal or State statutes or rules governing the practice of the profession.

10. The State re-alleges and incorporates Paragraphs 2 through 9 above.
11. Respondent is required to comply with provisions of federal or State statutes or rules governing the practice of the profession.
12. The Health Insurance Portability and Accountability Act of 1996 ("HIPAA") is a federal law which states that a covered entity may not use or disclose a patient's protected health information for a purpose other than treatment, payment, or health care operations of the Facility, except when the individual authorizes or as law requires. *See* 45 C.F.R. § 164.502; 18 V.S.A. § 1881(the Vermont Statute incorporating HIPAA protections).
13. A "covered entity" would include Respondent in her capacity as a health care provider working at the Facility. *See* 45 C.F.R. § 160.103.
14. The definition of "use" includes "examination" of individually identifiable health information. *See id.*
15. Paragraphs 2 through 9 demonstrate that Respondent violated 45 C.F.R. §164.502 and 18 V.S.A. §1881 by accessing and examining the confidential medical records of MD without any legitimate reason for doing to.
16. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. §129a(a)(3).

Violation Two: 3 V.S.A. §129a(a)(13) Performing treatments or providing services that the licensee is not qualified to perform or that are beyond the scope of the licensee's education, training, capabilities, experience, or scope of practice.

17. The State re-alleges and incorporates Paragraphs 2 through 9 above.
18. As a licensed RN in the State of Vermont, Respondent is required to refrain from performing treatments that are beyond the scope of practice of an RN.

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19. Paragraphs 2 through 9 demonstrate that Respondent performed treatments outside the scope of practice for an RN when she reviewed results of an echocardiogram test performed on MD, interpreted those results, and informed MD of her opinion that she "did not see anything overly concerning" in those results.
20. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. §129a(a)(13).

Understandings

1. Respondent admits the facts above are true and the conditions below are necessary to protect the public.
2. Respondent understands that the Board must review and accept the terms of the Consent Order. If the Board rejects any portion, the entire Stipulation and Consent Order shall be null and void.
3. Respondent specifically waives any claim that any disclosures made to the Board during review of this agreement have prejudiced Respondent's right to a fair and impartial hearing if this agreement is not accepted and proceeds to a hearing on the merits before the same Board.
4. Respondent has read and reviewed this entire document and agrees it contains the entire agreement between the parties.
5. Respondent is not under the influence of any drugs or alcohol at the time of signing this Stipulation and Consent Order.
6. Respondent voluntarily enters into this agreement after the opportunity to consult with legal counsel and is not being coerced by anyone into signing this Stipulation and Consent Order.
7. Respondent voluntarily waives the right to a contested hearing before the Board and waives any right to appeal from this Stipulation and Consent Order.
8. Respondent understands that they are responsible for all compliance costs associated with this Stipulation and Consent Order.
9. Respondent agrees the Board may enter the Order set forth below.

ORDER

Based on the Stipulation above, it is **ORDERED AND ADJUDGED** as follows:

- A. The Board of Nursing hereby **REPRIMANDS** Respondent's license.
- B. The Board hereby **ASSESSES AN ADMINISTRATIVE PENALTY IN THE**

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AMOUNT OF five hundred dollars, (\$500.00), against Respondent. This penalty is to be paid within ninety (90) days of the date of entry of this Order.

C. The Board hereby **CONDITIONS** Respondent's license for a **MINIMUM OF TWELVE (12) MONTHS, commencing on the date of entry.** The **CONDITIONS** shall be as follows:

1. Re-issuance of License. Upon the commencement of these conditions and the renewal of Respondent's license, if expired, Respondent shall be issued a license labeled "conditioned."
2. Length of Time of Conditions Imposed. The conditions shall remain in place until Respondent has completed all conditions as ordered.
3. Monitoring. The Office of Professional Regulation, through the Enforcement Case Manager, shall be responsible for monitoring Respondent's compliance with these Conditions. All reports and/or correspondence regarding compliance with these conditions shall be submitted to the Case Manager in accordance with the Conditions listed below.
4. Notification to Employers/Educational Programs. Respondent shall provide a copy of this Stipulation and Consent Order to all employers in any current or future setting in which Respondent practices the profession and inform them of Respondent's conditional license status. Within ten (10) days of the date of entry of this Consent Order or of any subsequent employment in the profession, Respondent shall cause Respondent's immediate supervisor to submit to the Case Manager an employer agreement form, acknowledging receipt of the Stipulation and Consent Order and the ability to comply with the conditions in the Consent Order.

In the event Respondent is attending an educational program which has a clinical portion that involves actual patient care, Respondent shall provide a copy of the Stipulation and Consent Order to the Program Director. Respondent shall cause the Program Director to submit to the Case Manager a program agreement form provided by the Case Manager, acknowledging receipt of the Stipulation and Consent Order and the ability of the program to comply with the conditions in the Consent Order during the clinical experience.

5. Required Coursework. Respondent shall, within ninety (90) days following the entry of this Order, at their own expense, complete ten (10) hours of pre-approved courses, which must include the following topics: patient and medical record confidentiality. For pre-approval, Respondent must submit to the Case Manager the name of each course, the name of the sponsoring organization, and a description of the course content and/or syllabus. Respondent must achieve a passing score on the post-tests for the courses, and submit test results, workbooks completed in full and in a satisfactory manner, and certificates of completion to the Office of Professional Regulation.

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Failure to complete the courses within the prescribed timeframe shall constitute a violation of this Order. The coursework may not be counted toward any continuing education requirement of licensure.

6. Interview with the Board or its Designee. Respondent shall appear in person for interviews with the Board or its designee upon request.
 7. Out-of-State Practice. Before any out-of-state practice can be credited toward fulfillment of these terms and conditions, Respondent shall first obtain approval from the Board or its designee. The Board will approve out-of-state practice provided Respondent can still comply with the requirements of this Consent Order. If Respondent receives discipline on a professional license held in another state during the conditioned period, Respondent must inform the Board of such, in writing, within ten (10) days of receiving such discipline.
 8. Notification of Place of Employment/Personal Address/Telephone Number. Within ten (10) days of the date of entry of this Consent Order, Respondent shall notify the Board, in writing, of Respondent's current place of employment, personal address, and telephone number. Respondent shall further notify the Board, in writing, within forty-eight (48) hours of any change in employment (including resignation or termination), personal address, or telephone number.
 9. Notification to Other States. In the event Respondent is licensed in any other state(s), Respondent must inform the licensing board of the state(s) in which Respondent is licensed of the conditional status of Respondent's Vermont license within thirty (30) days of the date of entry of this Order.
 10. License Renewal. This Order does not automatically extend the license and Respondent must comply with the requirements for license renewal.
 11. Costs. Respondent shall bear all costs of complying with this Consent Order.
 12. Violation of this Order. If Respondent violates this Order, the Board, after giving Respondent notice and an opportunity to be heard, may rescind or modify this Order and impose additional appropriate disciplinary actions. If a complaint of unprofessional conduct is made against Respondent during the term of this Order, this Order shall be automatically extended until the unprofessional conduct matter is resolved.
 13. Completion of Conditional License Period. Respondent shall submit a petition to the Docket Clerk to remove any and all conditions from Respondent's license. The State will support or oppose Respondent's petition. The Board will conduct a hearing if necessary. Respondent bears the burden and must present proof that Respondent has fully complied with the terms of this Order and these conditions are no longer necessary to protect the public.
- D. Notwithstanding any provision above, the Respondent must continue to meet all requirements for maintaining a license, license renewal and license reinstatement.

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- E. This Stipulation and Consent Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. § 129(a).
- F. This Stipulation and Consent Order applies to all licenses this Board issues to Respondent, including future licenses, as provided in 3 V.S.A. § 129(I).
- G. This Stipulation and Consent Order will remain part of Respondent's licensing file and may be used for purposes of determining sanctions in any future disciplinary matter.

AGREED TO:

Dated: 05-04-2026

STATE OF VERMONT
SECRETARY OF STATE
By: George Hasselback
George Hasselback
Prosecuting Attorney

Dated: 3/27/2026

RESPONDENT
By: Mary Putnam
Mary Putnam

APPROVED AS TO FORM:

Dated: 04 / 30 / 2026

COUNSEL FOR RESPONDENT
By: Evan Chadwick
Evan Chadwick

APPROVED AND SO ORDERED:

Dated: 5/11/2026

VERMONT BOARD OF NURSING
Signed by:
By: William James Floyd III
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Chairperson

Date of Entry: 5/12/2026

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Mary Putnam	)	Docket No. 2025-186
License No. 026.0042106	)	
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SPECIFICATION OF CHARGES

NOW COMES the State of Vermont ("the State") and makes the following charges against Registered Nurse Mary Putnam:

Board Authority

1. The Board has the authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses; or prevent the renewal of lapsed licenses if, after a disciplinary hearing, the Board finds that the Respondent has engaged in unprofessional conduct. 3 V.S.A. § 129(a); 3 V.S.A. § 129a; 3 V.S.A. § 814(d); 26 V.S.A. Chapter 28; the Administrative Rules of the Board of Nursing (the ARBN); and the Rules of the Office of Professional Regulation (OPR Rules).

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6. Respondent had no legitimate, medically-related need to access these results, as the proper procedure would have been for these results to have been reviewed by a physician who would later review the results with MD.
7. At the time Respondent reviewed the results, they had not yet been reviewed by a physician.

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8. Upon reviewing the echocardiogram results, Respondent interpreted those results and told MD that she “did not see anything overly concerning” about the results.
9. This statement to MD constituted a medical diagnosis, which Respondent is not qualified to give.

Violation One: 3 V.S.A. §129a(a)(3) Failing to comply with provisions of federal or State statutes or rules governing the practice of the profession:

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11. Respondent is required to comply with provisions of federal or State statutes or rules governing the practice of the profession.
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20. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. §129a(a)(13).

Relief Requested

WHEREFORE, the State of Vermont respectfully requests that the Board revoke, suspend, condition, or otherwise discipline Respondent's RN license.

DATED this 8th day of December, 2025.

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SECRETARY OF STATE

By: George Hasselback
George Hasselback
Prosecuting Attorney
george.hasselback@vermont.gov

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