

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

In re: NOELLE R. DOUGLAS	}	
License No. 026.0121049	}	Docket No. 2016-565
	}	

Appearances:

Prosecutor: Rachel Allen, Esq.
Respondent: Did not appear

Hearing Officer: George K. Belcher

DEFAULT ORDER

The Hearing Officer of the Vermont Board of Nursing held a hearing pursuant to 3 VSA Sec. 129(f) in the above matter on June 30, 2017 at the Office of Professional Regulation in Montpelier, Vermont. Respondent did not attend and was not represented by counsel.

Findings of Fact

1. Respondent is a registered nurse and is therefore subject to the regulatory authority of this Board. 3 V.S.A. §§ 129, 129a, 26 V.S.A. Chapter 28, and the Administrative Rules of the Board of Nursing, and the Rules of the Office of Professional Regulation.
2. Charges were filed in this matter on April 7, 2017. The Respondent was sent a Notice of Charges in this matter by certified mail and first class mail to the address of the Respondent which was on file with the Office of Professional Regulation on April 10, 2017. The certified mail notice was returned to the OPR Office unclaimed but the first class mail notice was not returned. A copy of the Specification of Charges is attached to this Default Order.
3. OPR Rule 3.3 requires that an Answer be filed within 20 days of the date on which the notice of charges was mailed by the Director.
4. On May 30, 2017 a notice was sent to the Respondent advising of the hearing before the Board to find a default and advising that, "If you wish to contest the charges you must contact the office immediately at (802) 828-2367 and show good cause for failing to answer the charges against you." This notice was mailed by certified mail and by regular mail. The certified mail notice was not returned as of the date of this hearing. The regular mail notice was not returned as of the date of the hearing.
5. Respondent has not filed an answer to the charges, nor any communication concerning good cause for failure to answer. The Respondent did not appear at the hearing on default. No contact was made by the Respondent to the attorney for the State indicating that the Respondent intended to contest the charges. Upon consideration of the Prosecution's presentation and taking notice of the OPR file, the Hearing Officer of the

Board finds Respondent to be in Default. The allegations contained in the Specification of Charges are therefore treated as the facts on which the Board may issue an order of professional discipline. OPR Rule 3.4, 3 V.S.A. § 809(d), and 3 V.S.A. § 814(c).

6. It is specifically found that the Respondent practiced nursing in a negligent and unprofessional manner while practicing at the University of Vermont Medical Center in June of 2016 (failure to follow prescription administration directions and recording incorrect doses administered to two patients); it is further found that the Respondent was found injecting herself with oxycodone while on shift as a nurse at the Briarwood Health Care Center in Colorado on September 30, 2016. In October of 2016 the Respondent was assessed concerning her safety to practice nursing and was found to be unsafe to practice without treatment and monitoring.
7. It was the recommendation of the State that the Respondent's license be revoked.

Conclusions of Law

Respondent has received adequate or constructive notice of the charges in this matter as indicated by the Board's file and the Prosecution's presentation. Because Respondent has failed to answer the charges, the factual allegations in the Specification of Charges are treated as if proved. O.P.R. Rule 3.4. Accordingly, the Board may find, based up the finding of Default from this Default Hearing held pursuant to 3 V.S.A. §809(d), that Respondent has engaged in the unprofessional conduct alleged in the Specification of Charges. The Respondent committed unprofessional conduct by violating 3 VSA Secs. 129a(a)(5), 129a(b)(2) and 26 VSA Sec. 1582(a)(2) &(3).

Proposed Order

In accordance with the above Findings of Fact and Conclusions of Law, and consistent with the recommendation by the State, the Board does **ORDER** that the Respondent's license be **REVOKED**.

The Hearing Officer reports the above facts, conclusions of law, and the finding of DEFAULT to the Board with the recommendation that the Board approve them and enter the Order as above.

Dated this ⁷¹6 day of July, 2017.


George K. Belcher
Hearing Officer of the Vermont Board of Nursing

The Vermont Board of Nursing considered the report of findings of fact and conclusions of law at its meeting on 7/10/17. After considering the report, the Board takes the following action:

- / / Rejects the report and schedules the matter for hearing.
- / / Schedules the matter for additional evidence.
- ☒ Accepts the report, adopts the findings of fact and conclusions of law, and orders the recommended discipline as set forth above.

SO ORDERED.

Vermont Board of Nursing

By: 
Jeanine Carr, Chair
Vermont Board of Nursing

Date: 7/10, 2017

OFFICE OF PROFESSIONAL REGULATION
DATE OF ENTRY: 7/12/17

Appeal Rights

This is a final administrative determination by the Vermont Board of Nursing. A party aggrieved by a final decision of a board may appeal this decision by filing a written Notice of Appeal with the Director of the Office of Professional Regulation, Vermont Secretary of State, 89 Main St., Fl. 3, Montpelier, VT 05620-3402 within 30 days of the entry of this Order. If an appeal is filed, the Director of the Office of Professional Regulation shall assign the case to an appellate officer. The review shall be conducted on the basis of the record created before the board. In cases of alleged irregularities in procedure before the board, not shown in the record, proof on that issue may be taken by the appellate officer. 3 V.S.A. §§ 129(d) and 130a.

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

IN RE:)
NOELLE R. DOUGLAS) **Docket No: 2016-565**
License No: 026.0121049)

SPECIFICATION OF CHARGES

NOW COMES the State of Vermont and makes the following Charges against the Respondent, Noelle R. Douglas:

Board Authority

1. The Vermont State Board of Nursing ("Board") has authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses; or prevent the renewal of lapsed licenses if, after 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. § 1582; the Administrative Rules of the Board of Nursing ("ARBN"); and the Rules of the Office of Professional Regulation.

Statement of Facts

2. Noelle R. Douglas ("Respondent") of Kensington, Connecticut, was licensed by the State of Vermont as a Registered Nurse under license number 026.0121049. This license was originally issued on May 20, 2016, and expired on March, 31, 2017.
3. On October 7, 2016, the Colorado State Board of Nursing and Respondent entered into a Non-Disciplinary Interim Cessation of Practice Agreement ("Agreement") in Case No.s 2016-3784 and 2016-5115.
4. The October 7, 2016 Agreement prevented Respondent from performing any action requiring a license issued by the Colorado State Board of Nursing while the Agreement was in effect.
5. On December 9, 2016, the Colorado State Board of Nursing granted the Stipulation and Final Agency Order ("Final Order") in Case No.s 2016-3784 and 2016-5115. *See* Attachment A.
6. In the Final Order, Respondent admitted to the following facts:
 - a. In June 2016, Respondent worked as a travel nurse at the University of Vermont Medical Center ("UVMC"). While practicing at UVMC, Respondent made medication errors.

STATE OF VERMONT



Prosecuting Attorney
Office of
Professional Regulation
89 Main Street
3rd Floor
Montpelier, VT
05620-3402

- b. While practicing at UVMC, Respondent administered a narcotic too early to a patient and scanned incorrect doses of medication administered to two patients.
- c. In August 2016, and September 2016, Respondent worked as a nurse at Briarwood Health Care Center ("Briarwood") in Colorado.
- d. On September 30, 2016, Respondent was found in her car injecting oxycodone in her arm while on shift in the parking lot of Briarwood.
- e. Respondent tested positive for opiates in a for-cause drug screen.
- f. Respondent purchased unprescribed opiates from an individual, including IV oxycodone, for several weeks prior to September 30, 2016.
- g. On October 26, 2016, Respondent underwent an assessment at Peer Assistance Services, Colorado State Board of Nursing Peer Health Assistance/Nurse Alternative to Discipline Program. The evaluator concluded that Respondent was not safe to practice without treatment and monitoring.

7. The agreed upon conduct charged against the Respondent in Colorado would constitute unprofessional conduct in Vermont. The Board may discipline any licensee or refuse to license any person who has had a license application denied or license revoked, suspended, limited, conditioned or otherwise disciplined by a licensing agency in another jurisdiction for conduct which would constitute unprofessional conduct in this state, or has surrendered a license while under investigation for unprofessional conduct, pursuant to 3 V.S.A. §129(a)(5).

Violation One: 3 V.S.A. § 129a(a)(5). Practicing the profession when medically or psychologically unfit to do so.

8. The State re-alleges and incorporates Paragraphs 2 through 7 above.
9. The facts alleged in Paragraph 6 demonstrate that Respondent practiced as a nurse when medically or psychologically unfit. These acts also constitute unprofessional conduct in Vermont.
10. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because the Respondent has committed unprofessional conduct in violation of 3 V.S.A. § 129a(a)(5), incorporating 3 V.S.A. § 129(a)(5).

Violation Two: 3 V.S.A § 129a(b)(2). Failure to practice competently by reason of any cause on a single occasion or on multiple occasions may constitute unprofessional conduct, whether actual injury to a client, patient, or customer has occurred. Failure to practice competently includes: . . . (2) failure to conform to the essential standards of acceptable and prevailing practice.

STATE OF VERMONT



Prosecuting Attorney
Office of
Professional Regulation
89 Main Street
3rd Floor
Montpelier, VT
05620-3402

11. The State re-alleges and incorporates Paragraphs 2 through 7 above.
12. The essential standards of acceptable and prevailing practice require that a registered nurse administer medications properly. Medications must be given at the correct time and scanned and administered properly to patients.
13. The facts in the above Paragraphs 6a and 6b demonstrate Respondent's failure to conform to the essentials standards by making medication errors, failing to give a narcotic at the correct time, and failing to properly scan medication administered.
14. The essential standards of acceptable and prevailing practice require that a registered nurse refrain from using nonprescribed controlled substances while working as a nurse.
15. The facts in the above Paragraphs 6d and 6e demonstrate Respondent's failure to conform to the essentials standards by using a non-prescribed controlled substance while on duty, testing positive for opiates, and purchasing a controlled substance from an individual.
16. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because the Respondent has committed unprofessional conduct in violation of 3 V.S.A. § 129a(b)(2), incorporating 3 V.S.A. § 129(a)(5).

Violation Three: 26 V.S.A. § 1582(a)(2). Diverting or attempting to divert drugs or equipment or supplies for unauthorized use.

17. The State re-alleges and incorporates Paragraphs 2 through 7 above.
18. The facts alleged in Paragraph 6d demonstrate that Respondent diverted drugs for unauthorized use. These acts also constitute unprofessional conduct in Vermont.
19. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because the Respondent has committed unprofessional conduct in violation of 26 V.S.A. § 1582(a)(2), incorporating 3 V.S.A. § 129(a)(5).

Violation Four: 26 V.S.A. §1582(a)(3). Engaging in conduct of a character likely to deceive, defraud, or harm the public.

20. The State re-alleges and incorporates Paragraphs 2 through 7 above.
21. As a Registered Nurse, Respondent has a responsibility not to engage in conduct of a character likely to deceive, defraud, or harm the public.
22. Respondent engaged in conduct of a character likely to harm the public when she was found injecting oxycodone into her arm in her car while on duty at Briarwood, as demonstrated in Paragraph 6d, above.

STATE OF VERMONT



Prosecuting Attorney
Office of
Professional Regulation
89 Main Street
3rd Floor
Montpelier, VT
05620-3402

23. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent has committed unprofessional conduct in violation of 26 V.S.A. § 1582(a)(3), incorporating 3 V.S.A. § 129(a)(5).

Relief Requested

WHEREFORE, the license of Noelle R. Douglas should be revoked, suspended, reprimanded, conditioned, or otherwise disciplined.

DATED at Montpelier, Vermont this 7th day of April, 2017.

STATE OF VERMONT
SECRETARY OF STATE

By: _____

Rachel Allen
State Prosecuting Attorney
802-828-1217
Rachel.allen@sec.state.vt.us

STATE OF VERMONT



Prosecuting Attorney
Office of
Professional Regulation
89 Main Street
3rd Floor
Montpelier, VT
05620-3402



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

Wally A. Zager 12/19/16
Authorized Signature

BEFORE THE STATE BOARD OF NURSING
STATE OF COLORADO

Case No. 2016-3784 and 2016-5115

STIPULATION AND FINAL AGENCY ORDER

IN THE MATTER OF DISCIPLINARY PROCEEDINGS REGARDING THE LICENSE TO
PRACTICE PROFESSIONAL NURSING IN THE STATE OF COLORADO OF NOELLE R.
DOUGLAS, RN, LICENSE NO. RN 1618312

IT IS HEREBY STIPULATED by and between the State Board of Nursing,
Inquiry Panel A (the "Board"), and Noelle R. Douglas, RN ("Respondent"), as
follows:

1. Respondent was licensed to practice as a professional nurse in the
State of Colorado on September 28, 2012, has been licensed at all relevant times
herein, and is now so licensed. On or about October 7, 2016, Respondent and the
Board entered into a Non-Disciplinary Interim Cessation of Practice Agreement in
which Respondent agreed to not perform any act requiring a license issued by the
Board while the Interim Agreement was in effect. The Interim Agreement remains
in effect through the effective date of this Stipulation and Final Agency Order.

2. The Board has jurisdiction over the person of Respondent and the
subject matter of this Stipulation and Final Agency Order ("Order").

3. 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 number 2016-3784 and 2016-5115
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.

4. Respondent understands that:

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

b. Respondent has the right to a formal disciplinary hearing
pursuant to sections 12-38-116.5 and 24-4-105, C.R.S.;

c. By entering into this Order, Respondent 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;

Attachment
A

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

f. By entering into this Order, Respondent 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 license privilege to practice in other states, except as otherwise provided in this Order.

5. Respondent admits as follows:

a. On or about June 2016, Respondent was working as a travel nurse at the University of Vermont Medical Center ("UVMC"). While working at UVMC, Respondent made medication administration errors including administering a narcotic too early to a patient and scanning the incorrect doses of medication administered to two other patients.

b. In August and September 2016, Respondent was employed as a professional nurse at Briarwood Health Care Center ("Briarwood") in Colorado. On or about September 30, 2016, while on shift at Briarwood, Respondent was found in her car in the parking lot injecting oxycodone into her arm. Respondent underwent a for-cause drug screen which was positive for opiates.

c. Respondent admitted that she purchased opiates from an individual, including IV oxycodone, for several weeks prior to September 30, 2016.

d. On or about October 26, 2016, Respondent underwent an assessment at Peer Assistance Services ("PAS"). The evaluator concluded that Respondent is not safe to practice as a nurse without treatment and monitoring.

e. Respondent has excessively used or abused controlled substances.

6. By virtue of the facts admitted in paragraph 5 above, Respondent admits, and the Board hereby finds, that Respondent is subject to discipline pursuant to section 12-38-117(1)(c), (f), (h), (i) and (l), C.R.S.

7. The Board is authorized by section 12-38-116.5(4)(c)(III), C.R.S. to order appropriate disciplinary sanctions as set forth in this Order.

8. 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:

- (c) Has willfully or negligently acted in a manner inconsistent with the health or safety of persons under his care;
- (f) Has negligently or willfully practiced nursing in a manner which fails to meet generally accepted standards for such nursing practice;
- (h) Has falsified or in a negligent manner made incorrect entries or failed to make essential entries on patient records;
- (i) Excessively uses or abuses alcohol, habit-forming drugs, controlled substances, as defined in section 18-18-102 (5), C.R.S., or other drugs having similar effects, or is diverting controlled substances, as defined in section 18-18-102 (5), C.R.S., 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;
- (l) Has engaged in any conduct which would constitute a crime as defined in title 18, C.R.S., and which conduct relates to such person's employment as a practical or professional nurse. In conjunction with any disciplinary proceeding pertaining to this paragraph (l), the board shall be governed by the provisions of section 24-5-101, C.R.S.

PARTICIPATION IN PEER ASSISTANCE SERVICES

9. By entering into this Order, Respondent voluntarily requests, and the Board grants, permission to participate in the Board's nursing peer health assistance or nurse alternative to discipline program, as provided by, and also known as, Peer Assistance Services ("PAS"), 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 pendency of this Order, the Board may order substitution of another such program or the Board itself may monitor Respondent. Under such circumstances, monitoring terms may be subject to amendment or revision, as the Board, in its discretion, determines is necessary to establish terms substantially equivalent to those set forth in this Order.

All provisions of this Order concerning PAS shall be applicable to the substituted program. Additionally, Respondent hereby agrees that any release or authorization granted to PAS shall also apply to any subsequent program during the effective period of this Order.

10. By entering into this Order, Respondent 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 such an appointment within three (3) days of the effective date of this Order shall constitute a violation of this Order.

11. Respondent shall be evaluated by PAS to determine an appropriate monitoring contract. Respondent agrees to comply with all terms and conditions determined by PAS for participation in 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.

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

13. This information may include alcohol and drug abuse treatment program records that may be confidential under federal or state law. Respondent 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 through -301, C.R.S. Medical records shall not become public records by virtue of such use. Any revocation of any release or authorization by Respondent concerning such confidential information shall constitute a violation of this Order.

14. 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, Respondent shall provide a copy of this Order to the immediate nursing supervisor at Respondent's place of employment.

POSSIBLE SANCTIONS FOR VIOLATION OF THIS ORDER

15. Respondent acknowledges that PAS shall provide a written or oral report to the Board within 24 hours, or the next working day, of Respondent'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 Respondent is unable to practice nursing with reasonable skill and safety to the patients. PAS may also refer Respondent to the Board for non-compliance not resulting in termination from PAS. Following notification of Respondent's non-compliance with PAS or termination from PAS, the Board may take appropriate action as authorized by the Nurse Practice Act and/or this Order.

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

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

a. In the event that the Board suspends Respondent's license for failing to attend or complete PAS, the Board shall send an Order of Suspension to Respondent by first class mail to Respondent'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 Respondent's address of record.

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

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

18. If at any time during the duration of this Order, Respondent violates 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 Respondent's license to practice professional nursing until such time as Respondent complies with such conditions.

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

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

c. Within ten (10) days of the receipt of an Order of Suspension, Respondent 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, the Respondent shall bear the burden of proving that the license should not be suspended. Such hearing will be limited to the issue of whether Respondent complied with all terms of this Order. A request for hearing will not stay the suspension of Respondent's license.

d. Nothing in this paragraph 18 shall limit the Board's ability to discipline Respondent as provided by the Nurse Practice Act, and the State Administrative Procedure Act, sections 24-4-101 through -108, C.R.S.

19. In addition to any remedy set forth above, the Board may commence disciplinary proceedings pursuant to sections 12-38-116.5, 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 Respondent to comply with the terms of this Order.

OTHER TERMS

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

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

22. With regards to Nurse Licensure Compact, Licensee agrees to limit licensee's practice to the licensee's home state during the pendency of this Order.

23. Respondent 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.

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

25. 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.

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

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

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

29. 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 12-38-116.5(4)(c)(III), 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.

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

31. 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.

32. 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's Data Bank, and as otherwise required by state or federal law.

RESPONDENT


Noelle R. Douglas, RN

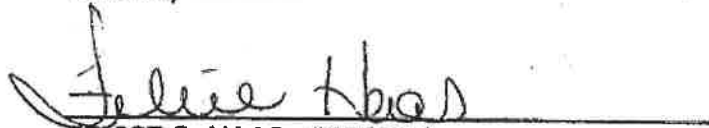
STATE BOARD OF NURSING


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

Approved this 9th day
of December, 2016.

APPROVED AS TO FORM

CYNTHIA H. COFFMAN
Attorney General


FELICE S. HAAS, #32630 *
Senior Assistant Attorney General
Business and Licensing Section
Attorneys for the State Board of Nursing
Ralph L. Carr Colorado Judicial Center
1300 Broadway, 8th Floor
Denver, Colorado 80203
Telephone: (720) 508-6408
FAX: (720) 508-6037
*Counsel of Record

The FOREGOING Stipulation and Final Agency Order is effective upon service to Respondent, on this 9th day of December, 2016.