

**PUBLIC NOTICE OF A MEETING FOR
STATE OF NEVADA BOARD OF PSYCHOLOGICAL EXAMINERS**

DATE OF MEETING: Friday, December 12, 2025

Time: 8:00 a.m.

The meeting of the State of Nevada Board of Psychological Examiners (Board) will be conducted and may be attended through a remote technology system (video- or teleconference). To participate remotely, individuals are invited to enter the meeting from the Zoom website at <https://us06web.zoom.us/j/85100180080>. To access the meeting via audio only, dial 1-669-900-6833 and enter the meeting ID: **851 0018 0080**. (The Board office recommends that individuals unfamiliar with ZOOM visit the website in advance to familiarize themselves with the format by viewing the online tutorials and reading the FAQs. To learn more about Zoom, go to <https://zoom.us>.) The meeting may also be attended at the Board office, located at 3080 South Durango Drive, Suite 102, Las Vegas, NV 89117.

The Board will accept public comment via email. Those wishing to make public comment should email their public comments to the Board office at nbop@govmail.state.nv.us. Written public comments must be received prior to the start of the meeting and will be forwarded to the Board for their consideration. Public comments will be included in the public record (meeting minutes) but will not necessarily be read aloud during the meeting. In compliance with Nevada Revised Statutes (NRS) Chapter 241 (Open Meeting Law), the Board is precluded from taking action on items raised by public comment which are not already on the agenda.

The Board may take items out of order, combine items for consideration, and items may be pulled or removed from the agenda at any time. Public comment will be taken at the beginning and end of the meeting. The public may provide comment on any matter whether or not that matter is a specific topic on the agenda. However, prior to the commencement and conclusion of a contested case or quasi-judicial proceeding that may affect the due process rights of an individual, the Board may refuse to consider public comment on that item. (NRS 233B.126). Public comment that is willfully disruptive is prohibited, and individuals who willfully disrupt the meeting may be removed from the meeting. (NRS 241.030(5)(b)). The Board may convene in closed session to consider the character, alleged misconduct, professional competence or physical or mental health of a person (NRS 241.030). Once all items on the agenda are completed, the meeting will adjourn.

AGENDA

1. Call To Order/Roll Call to Determine the Presence of a Quorum.

- 2. Public Comment.** Note: Public comment is welcomed by the Board and may be limited to three minutes per person at the discretion of the Board President. Public comment will be allowed at the beginning and end of the meeting, as noted on the agenda. The Board President may allow additional time to be given a speaker as time allows and in their sole discretion. Comments will not be restricted based on viewpoint. No action may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020).
- 3. (For Possible Action) Public Hearing to Solicit Comments on Regulations (Legislative Counsel Bureau File Number R001-25 and R041-25) Proposed for Adoption; Possible Action to Make Revisions to and/or Forward the Proposed Regulation(s) to the Legislative Counsel Bureau in Accordance with NRS Chapter 233B. (See Public Notice for Information on the Draft Regulations – Attachment A)**
- 4. Minutes. (For Possible Action) Discussion and Possible Action to Approve the Minutes of the State of Nevada Board of Psychological Examiners’:**
- A. October 24, 2025, Meeting; and
 - B. November 12, 13, and 14, 2025, Disciplinary Hearing in Complaints #19-0626 and #24-0103.
- 5. Financials**
- (For Possible Action) Discussion and Possible Action to Approve the Final Treasurer’s Report for Fiscal Year 2025 (July 1, 2024 - June 30, 2025).
- 6. Legislative/Regulation Update**
- (For Possible Action) Report, Discussion and Possible Action on Regulation Activities and Legislative Activities, including the work of Interim Committees, the Nevada Legislature, the Legislative Counsel Bureau, and any position or action the Board may take on or in response to Bills that have been signed into Law, Legislative Bills, and Bill Draft Requests that the Board is tracking, following, or that may impact the Board and its Operations.
- 7. Report from the Nevada Psychological Association.**
- 8. Board Office Operations.**
- 9. (For Possible Action) Discussion and Possible Action on Pending Consumer Complaints:**
- A. Complaint #23-0918

- B. Complaint #24-0312(1)
- C. Complaints #24-0711
#24-0719
#24-0726
#24-0823
- D. Complaint #24-0730
- E. Complaint #25-0110
- F. Complaint #25-0410
- G. Complaint #25-0414
- H. Complaint #25-0715
- I. Complaint #25-0721
- J. Complaint #25-0812(2)
- K. Complaint #25-0818(1)
- L. Complaint #25-0925(2)
- M. Complaint #25-1117
- N. Complaint #25-1125

10. (For Possible Action) Review and Possible Action on Applications for Licensure as a Psychologist or Registration as a Psychological Assistant, Intern, or Trainee. The Board May Convene in Closed Session to Receive Information Regarding Applicants, Which May Involve Considering the Character, Alleged Misconduct, Professional Competence or Physical or Mental Health of the Applicant (NRS 241.030). All Deliberation and Action Will Occur in an Open Session. *Note: Applicant names are listed on the agenda to allow the Board to discuss applicants when necessary to move the applicant through the licensure process. The listing of an applicant's name on the agenda indicates only that an application for licensure/registration has been received. It does not mean that the application has been approved or that the applicant must appear at the meeting in order for the applicant's application to move forward through the licensure process. If an applicant needs to attend the meeting for the Board to take action, the applicant will be notified in writing prior to the meeting. Please, direct questions or comments regarding licensure applications to the Board office.*

PSYCHOLOGISTS

Kaitlyn Abrams	Katia Arroyo Carrion	Rachel Ballard	Brian Benjamin
Andrew Ahrendt	Anna Arya	Rachel Bangit	Arthur Bennett, Jr.
Onyinyechi Anukem	Meredith Avedon	Adam Barkey	Debra Berry-Malmberg
Sara Arad	Elsa Baena	Blair Batky	Jennifer Blitz

Leah Bonilla	Tyson Furr	Benjamin Loew	Taraneh Rostami
David Bridgett	Mindia Gabichvadze	Chelsea Mackey	Mary Ann Rowe
David Brown	Saacha Gates	Heather Manor	Benjamin Rubin
Hunter Brown	Kylie Gelin	Madison Martins	Daniel Schellenberg
Keri Brown	Teresa George	Sarah Mauck	Jared Seltzer
Lauren Buchanan	Carolyn Gibson	Katherine McKenzie	Laura Sheridan
Brian Burgess	Nancy Graies	Paul McLaughlin	Dianne Shumay
Ramona Burroughs	Kimberly Gray	Carol McLean	Laljit Sidhu
Jonathan Campos	Lisa Gunderson	Lorena Michel	Katelyn Steele
DeAnn Cary	Michelle Haines	Shantay Mines	Willann Stone
Jerry Chen	Marilyn Harris	Christine Moberg	Amy Swope
Brandi Chew	Jennifer Harrison	Robert Montgomery	Tara Tanaka
Christine Chew	Fredrica Hendrix	Luzviminda Morrow	Matthew Tatum
Taylor Chille	Beverly Howze	Missi Nadeau	Michelle Tatum
Chad Christensen	Kelly Humphreys	Mary Nelson	Clary Tepper
Tasman Cleaver	Jennifer Im	Robert Nemerovski	Lee Underwood
Brian Clemente	Mark Ingram	Stephanie Northington	Keith Valone
Alyssa Cohen	Tina Jimenez	Judith Nurik	Cynthia Villaverde
David Contreras	Deborah Johnson	Mili Parikh	Brittany Voelker
Wanda Crews	Natalie Jones	Hae Kyung Park	Ina Von Ber
Danine Dean	Kathi Jones-Lorenz	Beverly Paschal	Michelle Vorwerk
Shannon Dillon	Jorge Juarez-Asturias	Bahara Payandeh	Allison Vreeland
Elizabeth Dimovski-Jackson	Robin Kay	Stephanie Phan	Kristi Walter
Anna Dolatabadi	Kristopher Kern	Renata Pleshchuk-Kowalski	Bethany Walters
Christine Dozier	Veronica King	Stephanie Procell	Nelson Walters
Alana Duschane	Kele Kirschenbaum	Maxwell Rappoport	Charlotte Watley
Ahmed Elsokkary	Lucas Klein	Wendy Raskey	Jazmin White
Julian Filoteo	Paul Krebs	Lee Rather	Paula Wilbourne
Glory Finnegan	Charalambos Kyriacou	Jason Richardson	Christine Winter
John Fite	Ari Lakritz	Jacquelyn Rinaldi	Shengtian Wu
Ross Flowers	Joseph Latham	Kristin Robinson	Caedy Young
Gratia Foerster	Sandra Lawrence-Clarke	Shannon Rocker	Elisa Youngblood
Deborah Fraser	Robert Leach	Jessica Roos	Gordon Zilberman
Sylva Frock	Andrew Leone	Jay Rosen	
Vanessa Fuentes	Angela Lewis	Eric Rosmith	

PSYCHOLOGICAL ASSISTANTS

Rosalind Banks	Althea Cook	Madison Hurley	Eric Prince
Rachel Barry	Jacqueline Eddy	Taylor Levine	Audrie Reilly
Tracy Basile	Amelia Evans	Erica Marino	Dominic Roberts
Mark Beverly	Gianna Famolare	Michael McNamara	Hannah Salanoa
Keerat Bhatti	Ryan Fechner	Jessica Mills	Shweta Sharma
Amira Blake	Kylie Fraga	Shantay Mines	Sharon Simington
Judit Brissette	Milagro Gonzalez	Danielle Morabito	Mary Smirnova
Candis Carswell Mitchell	Kimberly Gray	Michellane Mouton	Barbara Sommer
Angelica Castro Bueno	Jaqueline Green	Blake Oldfield	Michelle Tatum
Julia Catlin	Akiko Hinds	Dylena Pierce	Monica Zepeda Rojo
Taylor Chille	Tiffany Hunter	Ashley Poston	

PSYCHOLOGICAL INTERNS

Adaeze Chike-Okoli	Jacqueline Friar	Tiaira Green	Michael McNamara
Lallabrigida Cooper-Singleton	Sussan Fung	Ludyvina Hernandez	Sara Moore
Jacqueline Eddy	Daniel Gonzalez	Chiante' Jemison	Bianca Reaves

PSYCHOLOGICAL TRAINEES

Hoor Ul Ain	Delaney Collins	Michelle Harden	Mattea Pezza
Lily Akana	Regine Deguzman	Haleigh Harris	Sherley Pierre
Marissa Alvarez	Monica Done	Bianca Islas	Savannah Quach
Vanni Jefferson Arcaina	Ashley Dorsey	Sierra Ann Jarvis	Bianca Reaves
Linnea Bacon	Erin Dunn	Kaye Jordan	Melanie Rede
Kylie Baer	Randolph Dupont	Edwin Jurado	Lauren Reyes
Nandita Banik	Addison Duvall	Sarah Lage	Shannon Sagert
Glenn Blessington	Rosha Feizi Lighvan	Poorvi Minns	Madison Thomasson
Lilla Brody	Tatev Gaboyan	Eibhlis Moriarty	Karen Valle Frias
Maayra Butt	Tyler Gamlen	Maegan Nation	Teresa Walker
Carter Causse	Sneha Gupta	Frank Nieblas	Brenda Zavala
Kieffer Christianson	Ariadna Gutierrez	Ananda Peixoto-Couto	

- A. (For Possible Action) Discussion and Possible Action on Candis Mitchell’s Update on her EPPP Efforts.
 - B. (For Possible Action) Discussion and Possible Action to Consider Dr. Kristi Walter’s Application for Re-licensure.
 - C. (For Possible Action) Discussion and Possible Action to Approve Dr. Dylena Pierce’s Request to Extend her Registration as a Psychological Assistant for a Sixth Year.
- 11. (For Possible Action) Discussion and Possible Action on Updates Regarding the Work of the 2025 SB165 Behavioral Health and Wellness Practitioner Advisory Group.**
- 12. (For Possible Action) Discussion and Possible Action to Approve the Fiscal Year 2025 Audit Report.**
- 13. (For Possible Action) Discussion and Possible Action to Approve Moving Forward with Regulatory Language that Provides for Criminal and Other Conduct as a Basis for Disciplinary Action and the Duty of Licensees to Report Such Conduct.**
- 14. (For Possible Action) Schedule of Future Board Meetings, Hearings, and Workshops. The Board May Discuss and Decide Future Meeting Dates, Hearing Dates, and Workshop Dates.**
- (For Possible Action) Discussion and Possible Action to Approve the Board’s 2026 Meeting Schedule.
- 15. Requests for Future Board Meeting Agenda Items (No Discussion Among the Members will Take Place on this Item)**

16. Public Comment - Public comment is welcomed by the Board and may be limited to three minutes per person at the discretion of the Board President. Public comment will be allowed at the beginning and end of the meeting, as noted on the agenda. The Board President may allow additional time to be given a speaker as time allows and in their sole discretion. Comments will not be restricted based on viewpoint. No action may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020)

17. (For Possible Action) Adjournment

The Board may recess for lunch for approximately one hour, at a time to be determined.

The Board is pleased to make reasonable accommodations for members of the public who are disabled and wish to participate in the meeting. If such arrangements are necessary, please contact the board office at (702) 276-0926 no later than 4 p.m. on Thursday, December 11, 2025.

For supporting materials, visit the Board's website at <https://psyexam.nv.gov/> or contact the Board office by telephone (702-276-0926), e-mail (nbop@govmail.state.nv.us), or in writing at Board of Psychological Examiners, 3080 South Durango Drive, Suite 102, Las Vegas, Nevada 89117.

In accordance with NRS 241.020, this public meeting notice was properly posted at or before 8 a.m. on Tuesday, December 9, 2025, at the following locations:

- Board office located at 3080 South Durango Drive, Suite 102, Las Vegas, NV 89117;
- Nevada Public Notice website: <https://notice.nv.gov/>; and
- Board's website at https://psyexam.nv.gov/Board/2025/2025_BOARD_MEETINGS/.

In addition, this public meeting notice has been sent to all persons on the Board's meeting notice list, pursuant to NRS 241.020(3)(c).

Attachment A

NOTICE OF INTENT TO ACT UPON A REGULATION

Notice of Hearing for the adoption of Regulations of the State of Nevada Board of Psychological Examiners

The State of Nevada Board of Psychological Examiners will hold a public hearing at 8:05 a.m. during its December 12, 2025, regular meeting. The hearing may be attended through a remote technology system (video- or teleconference). To participate remotely, individuals are invited to enter the meeting via the Zoom link at: <https://us06web.zoom.us/j/85100180080>. To access the meeting via audio only, dial 1-669-900-6833 and enter the meeting ID: **851 0018 0080**. (The Board office recommends that individuals unfamiliar with ZOOM should visit the website in advance to familiarize themselves with the format by viewing the online tutorials and reading the FAQs. To learn more about Zoom, go to <https://zoom.us>.) The hearing may also be attended at the Board office, 3080 South Durango Drive, Suite 102, Las Vegas, Nevada, 89117.

The purpose of the hearing is to receive comments from all interested persons regarding the revisions to regulations that pertain to chapter 641 of the Nevada Administrative Code. The Board will accept public comment via email. Those wishing to make public comment should email their public comments to the Board office at nbop@govmail.state.nv.us. Written public comments must be received prior to the start of the hearing and will be forwarded to the Board for their consideration.

The following information is provided pursuant to the requirements of NRS 233B.0603:

1. The need for and the purpose of the proposed regulation or amendment.

LCB File No. R001-25: A REGULATION relating to psychology; revising provisions relating to continuing education requirements to renew a license to practice psychology; and providing other matters properly relating thereto.

LCB File No. R041-25: A REGULATION relating to psychology; providing for the issuance of a provisional license instead of a registration to psychological assistants and psychological interns; removing and repealing provisions requiring certain business entities to register with the Board of Psychological Examiners; and providing other matters properly relating thereto.

2. If the proposed regulation(s) is a temporary regulation, either the terms or the substance of the regulations to be adopted, amended, or repealed, or a description of the subjects and issues involved. If the proposed regulation(s) is a permanent regulation, a statement explaining how to obtain the approved or revised version of the proposed regulation prepared by the Legislative Counsel pursuant to NRS 233B.063.

A copy of the proposed regulation(s) can be obtained either:

- from the meeting materials that are posted on the Board's website no less than two days prior to the meeting during which the hearing will take place at <https://psyexam.nv.gov/Board/BoardMtgs/>,
- by visiting the Nevada Legislature's Regulations register at https://www.leg.state.nv.us/register/indexes/2025_NAC_REGISTER_NUMERICAL.htm, or
- by contacting and requesting the proposed regulations from the Board of Psychological Examiners at nbop@govmail.state.nv.us. If applicable, a reasonable fee for copying may be charged.

3. A statement identifying the methods used by the agency in determining the impact on a small business prepared pursuant to subsection 3 of NRS 233B.0608.

LCB File No. R001-25: A request for input regarding impact was posted and made available to the public and licensees of the Board of Psychological Examiners. A workshop to present the proposed changes and hear public input on R001-25 was held on October 11, 2024, December 6, 2024, and January 10, 2025.

LCB File No. R041-25: A request for input regarding impact was posted and made available to the public and licensees of the Board of Psychological Examiners. A workshop to present the proposed changes and hear public input on R041-25 was held August 22, 2025.

4. The estimated economic effect of the regulation on the business which it is to regulate and on the public. These must be stated separately and in each case must include:

(a) Both adverse and beneficial effects; and

There should be no adverse effects from R001-25 to Psychologists in Nevada. The beneficial effects of the proposed revisions are intended to expand the options for the Board's licensees to satisfy the continuing education requirements to renew their license.

There should be no adverse effects from R041-25 to Psychologists in Nevada. The beneficial effects of the proposed changes are align with the 2025 legislative changes to NRS Chapter 641 by SB251 and AB196.

(b) Both immediate and long-term effects.

Once the regulation revisions in R001-25 and R041-25 are approved and codified into NAC Chapter 641, the effects stated above will be immediate and long term.

5. The estimated cost to the agency for enforcement of the proposed regulation.

The Board does not believe there will be a cost for enforcement of the proposed revisions in R001-25, as the revisions expand options for the Board's licensees to comply with the continuing education requirements for licensure renewal.

The Board does not believe there will be a cost for enforcement of the proposed revisions in R041-25, as the revisions are intended to align with the 2025 legislative changes to NRS Chapter 641 and to eliminate any confusion between certain language in NRS Chapter 641 and NAC Chapter 641 as it relates to 2025 SB251 and AB196.

6. A description of the citation to any regulations of other state or local governmental agencies which the proposed regulation overlaps or duplicates and a statement explaining why the duplication or overlapping is necessary. If the proposed regulation overlaps or duplicates a federal regulation, the notice must include the name of the regulating federal agency.

The Board is not aware of any overlapping or duplicating of federal or state regulations for either R001-25 or R041-25.

7. If the regulation is required pursuant to federal law, a citation and description of the federal law.

The Board is not aware of any requirements pursuant to federal law for either R001-25 or R041-25.

8. If the regulation includes provisions which are more stringent than a federal regulation that regulates the same activity, a summary of such provisions.

There should be no duplication of a federal regulation for either R001-25 or R041-25.

9. Whether the proposed regulation establishes a new fee or increases an existing fee.

Neither R001-25 nor R041-25 establish a new fee or an increase in an existing fee.

Persons wishing to comment upon the proposed action of the State of Nevada Board of Psychological Examiners may appear at the scheduled public hearing or may address their comments, data, views, or arguments, in written form, to State of Nevada Board of Psychological Examiners, 3080 South Durango Drive, Suite 102, Las Vegas, NV 89117. Written submissions must be received by the State of Nevada Board of Psychological Examiners on or before December 11, 2025 at 5:00 p.m. If no person who is directly affected by the proposed action appears to request time to make an oral presentation, the State of Nevada Board of Psychological Examiners may proceed immediately to act upon any written submissions.

A copy of this notice and the regulations to be adopted will be available at the State of Nevada Board of Psychological Examiners for inspection and copying by members of the public during business hours. This notice and the text of the proposed regulation are also available in the State

of Nevada Register of Administrative Regulations, which is prepared and published monthly by the Legislative Counsel Bureau pursuant to NRS 233B.0653, and online at <https://www.leg.state.nv.us/register/>. Copies of this notice and the proposed regulation will also be provided to members of the public upon request. A reasonable fee may be charged for copies if it is deemed necessary.

Upon adoption of any regulation, the agency, if requested to do so by an interested person either before adoption or within 30 days thereafter, will issue a concise statement of the principal reasons for and against its adoption and incorporate therein its reason for overruling the consideration urged against its adoption.

This Notice of Intent to Act upon a Regulation has been properly posted on or before 8:00 a.m. on Wednesday, November 12, 2025, at:

- the Board office located at 3080 South Durango Drive, Suite 102 in Las Vegas, NV 89117
- the Nevada Public Notice website (<https://notice.nv.gov/>)
- the Board's website (https://psyexam.nv.gov/Board/2025/2025_BOARD_MEETINGS/), and
- the Nevada Legislature's notice website (<https://www.leg.state.nv.us/app/Notice/A/>)

Notice has also been sent to all licensees and persons on the agency's mailing list for administrative regulations.

Posted November 10, 2025

Dear Members of the Nevada Board of Psychological Examiners,

Thank you for the opportunity to submit this public comment for the December 12, 2025 Board meeting, and for considering these concerns related to the wellbeing and safety of Nevada patients. I deeply respect the work this Board does and share a sincere concern for the wellbeing of those who seek therapy during vulnerable moments in their lives. I am offering input on the Board's consideration of whether criminal conduct not related to the practice of psychology should serve as a basis for discipline. I offer these comments in the spirit of partnership and a shared commitment to public protection, trust, and clear, equitable, evidence-based regulation. I respectfully ask the Board to consider strengthening standards for evaluating and disclosing criminal history and disciplinary actions through a broader and clearer framework.

Informed Consent and Transparency

At the heart of this matter is the role of informed consent in supporting safe and ethical care. Patients cannot make meaningful decisions about their care when safety-relevant information is not readily available on the Board's website. In today's digital age, some patients can find criminal records online, while others, particularly older adults, rural residents, or those unfamiliar with public databases, may not have the ability or resources to do so. Requiring patients to investigate their own providers places an uneven and unfair burden on them. Most citizens reasonably assume that the licensing Board has already vetted licensees for criminal conduct including misdemeanors, gross misdemeanors and felonies.

When a patient learns of a psychologist's misdemeanor, gross misdemeanor, or felony through an outside source rather than through transparent disclosure, the discovery can be distressing, destabilizing, or even retraumatizing. Such surprises can erode trust, disrupt treatment, and diminish confidence in the profession. Concealing these facts does not protect patients. In today's digital age, unlike in previous eras, criminal information doesn't always stay hidden, and many patients will encounter it on their own. Direct disclosure from the psychologist of board discipline or convicted crimes, paired with clear information on the Board's website, allows patients to receive this information with appropriate context and care, approaches that are far more respectful and protective of their wellbeing, safety, and informed consent.

APA Standard 3.10 requires psychologists to provide the information patients need to make informed decisions about beginning or continuing treatment, including factors that could reasonably influence

their trust, understanding, or willingness to participate in a vulnerable therapeutic relationship. When criminal history may affect a patient's sense of safety or autonomy, nondisclosure conflicts with this ethical obligation and undermines informed consent. Informed consent is also recognized internationally as a human rights principle grounded in self-determination.

In addition, because informed consent is an ongoing process, not a one-time event, any new criminal conduct that could reasonably influence a patient's trust or decision to continue treatment should be disclosed to both the Board and the patient in real time. Patients deserve truthful, timely information so they can make informed decisions about their care, just as psychologists rely on patients to disclose information relevant to safety and treatment planning. Real-time disclosure supports ethical practice, protects patient autonomy, and prevents the deeper harm that occurs when patients later discover such information from incidental or outside sources.

Transparency also supports referring psychologists and other healthcare professionals, who must be able to confirm that the colleagues to whom they refer vulnerable patients have a clear record with respect to any criminal or disciplinary history, including any Board action related to misdemeanors, gross misdemeanors, or felonies. If the Board disciplines a licensee for any of these offenses, making that information easily accessible on the Board's website would ensure that patients and providers can rely on a single, trustworthy source. This reduces the burden on patients to conduct their own due diligence and investigations, and removes a barrier to care for those who may not have the skills or resources to search elsewhere.

The Nevada Medical Board offers a helpful model: an alphabetical, easy-to-navigate list of disciplined physicians. Additionally, a publicly accessible "Board Actions" page, similar to Arizona's, would make it much easier for patients and referring providers to verify a licensee's disciplinary history. Similar information for psychologists in Nevada is not presented as simply, making it harder for patients and providers to locate. A comparable format would ease this burden and strengthen public trust.

Why Any Crime Matters in a Trust-Based, Therapy Profession

The therapeutic relationship is central to effective psychological care, and decades of research demonstrate that trust, honesty, and perceived integrity are among the strongest predictors of positive treatment outcomes (Bordin, 1979; Lambert, 1992; Owen et al., 2014; Del Re et al., 2012; Kafka et al., 2024). Because therapy requires profound vulnerability, patients rely on their psychologist's judgment

both inside and outside the therapy room. Conduct occurring in nonclinical contexts can therefore meaningfully influence whether a patient feels safe enough to engage fully in treatment.

Criminal behavior involving dishonesty, theft (even of small value), property crimes, tax evasion, violence, or impaired judgment can reasonably create concern for a patient deciding whether to begin or continue therapy. As Dr. Herbert Rakatansky (2011) notes in the *AMA Journal of Ethics*, “Why should a doctor who lies about his [or her] income tax...not behave dishonestly in the medical sphere...?” He further explains that criminal convictions may reflect “patterns of behavior that may reasonably predict ethical vulnerability in clinical decision-making.” Dr. Rakatansky also offers an especially relevant insight for professions built on trust: “Patients do not interact with the products produced by doctors; the patient–doctor relationship is the product.”

In many professions, personal misconduct does not directly affect the quality of the product delivered. In psychology, however, the product is the relationship itself. Because of this, a clinician’s integrity and personal conduct are inseparable from patient safety. I respectfully encourage the Board to review this brief, thoughtful article, as it provides valuable context for why many jurisdictions treat criminal conduct, wherever it occurs, as ethically relevant to clinical practice.

Restricting Board authority and discipline solely to felonies leaves significant gaps in protection. Many gross misdemeanors, and even some nonviolent misdemeanors, involve fraud, exploitation of vulnerable citizens, breaches of trust, or impaired judgment, behaviors directly relevant to patient safety and informed consent. Minor civil violations, such as simple traffic or parking citations, can be appropriately excluded so that the Board’s focus remains on conduct that affects professional integrity.

Nevada already recognizes in other professions that legal violations outside the workplace reflect on a licensee’s reliability. Real-estate licensees must remain current on court-ordered child support (NRS 645.358; 645.648), and nonpayment can lead to license denial or suspension. This reflects a broader state principle: professions serving the public must demonstrate basic adherence to the law, not because the violation is directly tied to the profession, but because the public depends on the trustworthiness of licensed individuals. Psychology, which relies uniquely on trust and vulnerability, warrants similar safeguards. Allowing license suspension for willful nonpayment of child support would simply align psychology with standards already applied elsewhere in Nevada.

Other states provide consistent examples. Arizona’s reporting requirements for misdemeanors is noted in A.R.S. § 32-3208. Heidi Paakkonen, Executive Director of the Arizona Board of Psychology, informed me that the Board has adopted a guidance document outlining which criminal charges must be reported by its licensees (Arizona Board of Psychologist Examiners, n.d.). Arizona defines

misdeemeanors involving moral turpitude as unprofessional conduct (A.R.S. § 32-2061) and authorizes disciplinary action accordingly (A.R.S. § 32-2081). This underscores a widely recognized regulatory principle: any criminal conduct outside clinical practice can still meaningfully affect patient safety, trust, and the integrity of the profession.

Equity and Transparency: Supporting, Not Burdening, Marginalized Communities

Equity is a vital part of this discussion. Longstanding inequities in healthcare mean that Black patients and other marginalized groups often begin treatment with higher levels of mistrust (Armstrong et al., 2007; Suite et al., 2007; Hammond, 2010). When information about a psychologist's past or current criminal activity is discovered unexpectedly or from outside the therapeutic relationship, it can intensify this mistrust and place already vulnerable patients at heightened risk of distress or retraumatization.

These concerns also extend to Native and Indigenous communities, particularly in rural areas where limited internet access makes it difficult to search public records or licensing databases. Research shows that many rural Indigenous populations face persistent digital-access barriers, restricting their ability to vet providers or verify safety information online (Gonzales, 2016; Bennett & Richardson, 2020; Weaver & Jackson, 2019; Rodriguez et al., 2021). Without simple, alphabetical listings of disciplinary actions, patients in these communities cannot make fully informed decisions about their care. Upholding genuine informed consent requires that psychologists provide truthful, relevant information so patients can decide whether to begin, continue, or discontinue therapy with confidence and autonomy.

At the same time, transparent institutional practices and consistent accountability have been shown to strengthen trust and engagement among marginalized groups, including Black and Indigenous patients (Ferrer et al., 2008; Benkert et al., 2019). When applied fairly, transparency enhances equity by ensuring that all patients, not only those with digital resources, have equal access to essential safety information.

Deterrence, Future Risk, and Utilitarian Ethics

Research on criminal behavior shows that individuals with past convictions, especially for offenses involving dishonesty or impaired judgment, have higher rates of reoffending than those without such histories (Gendreau et al., 1996; Hanson & Morton-Bourgon, 2009). This does not mean every

psychologist with a conviction will reoffend, but it supports reasonable, preventative oversight in a profession wholly dependent on trust.

Professional regulation also serves a general deterrent function. When standards are clear, fair, and consistently applied, misconduct decreases across a profession (Beccaria, 2009). Standards and Board discipline that include crimes occurring outside clinical practice protect the public and support ethical practice. Their purpose is not to shame or punish, but to prevent avoidable harm and maintain public confidence. These principles align with utilitarian ethics, which emphasize promoting wellbeing for the greatest number.

Conclusion

Taken together, empirical evidence, ethical standards, statutory precedent, and patient-centered reasoning all support the conclusion that misdemeanors, gross misdemeanors, and other criminal conduct, even when unrelated to clinical activities, are relevant to the safe practice of psychology. Such conduct can undermine trust, affect informed consent, destabilize therapeutic relationships, and diminish public confidence in the profession. Strengthening disclosure, reporting, and disciplinary standards would enhance informed consent, reduce the burden on patients, advance equity, support referring providers, prevent avoidable harm, and uphold the integrity and safety of psychological practice in Nevada.

Thank you sincerely for your time, service, and commitment to public protection. I greatly appreciate your thoughtful consideration of these recommendations. A full reference list with the supporting scholarly sources is included in the accompanying document, to show the evidence base underlying these recommendations.

Respectfully submitted,

A Nevada Citizen

Evidence-based Reference List

Corresponds with Public Comment submitted 12/05/2025

For Board Meeting 12/12/2025

American Psychological Association. (2017). Ethical principles of psychologists and code of conduct. <https://www.apa.org/ethics/code>

Appelbaum, P. S., Lidz, C. W., & Klitzman, R. (2009). Therapeutic misconception and informed consent. *Hastings Center Report*, 39(5), 5–9.
<https://doi.org/10.1353/hcr.0.0169>

Arizona Board of Psychologist Examiners. (n.d.). *Reportable misdemeanors and criminal convictions requiring disclosure.**
https://psychboard.az.gov/sites/default/files/documents/files/reportable%20misdemeanors_0.pdf

Arizona Revised Statutes § 32-2061. (n.d.). <https://www.azleg.gov/ars/32/02061.htm>

Arizona Revised Statutes § 32-2081. (n.d.). <https://www.azleg.gov/ars/32/02081.htm>

Arizona Revised Statutes § 32-3208. (n.d.). <https://www.azleg.gov/ars/32/03208.htm>

Ardito, R. B., & Rabellino, D. (2011). Therapeutic alliance and outcome of psychotherapy:

Historical excursus, measurements, and prospects. *Frontiers in Psychology*, 2, 270.

<https://doi.org/10.3389/fpsyg.2011.00270>

Armstrong, K., Ravenell, K. L., McMurphy, S., & Putt, M. (2007). Racial/ethnic differences in

physician distrust in the United States. *American Journal of Public Health*, 97(7),

1283–1289. <https://doi.org/10.2105/AJPH.2005.080762>

Beccaria, C. (2009). *On crimes and punishments* (H. Paolucci, Trans.). Prentice-Hall. (Original

work published 1764)

Benkert, R., Cuevas, A., Thompson, H. S., Dove-Meadows, E., & Knuckles, D. (2019).

Upholding trust in African American communities: Public health perspectives. *Public*

Health Nursing, 36(2), 147–155. <https://psycnet.apa.org/record/2019-43846-002>

Bennett, E., & Richardson, J. (2020). Addressing digital inequities in rural and tribal

communities. *Journal of Rural Health*, 36(1), 3–12.

Bordin, E. S. (1979). The generalizability of the psychoanalytic concept of the working

alliance. *Psychotherapy: Theory, Research & Practice*, 16(3), 252–260.

<https://doi.org/10.1037/h0085885>

Del Re, A. C., Flückiger, C., Horvath, A. O., Symonds, D., & Wampold, B. E. (2012).

Therapist effects in the therapeutic alliance–outcome relationship: A

restricted-maximum likelihood meta-analysis. *Clinical Psychology Review*, 32(7), 642–649. <https://doi.org/10.1016/j.cpr.2012.07.002>

Ferrer, R. L., Palmer, R., & Burge, S. (2008). The effect of patient perceptions of physician conduct on trust across ethnoracial groups. *Annals of Family Medicine*, 6(6), 498–503.

Fisher, C. B. (2023). *Decoding the ethics code: A practical guide for psychologists* (5th ed.). SAGE Publications.

Gendreau, P., Little, T., & Goggin, C. (1996). A meta-analysis of the predictors of adult offender recidivism. *Criminal Justice and Behavior*, 23(4), 414–431.
<https://onlinelibrary.wiley.com/doi/abs/10.1111/j.1745-9125.1996.tb01220.x>

Gonzales, A. (2016). The contemporary US digital divide: From initial access to technology maintenance. *Information, Communication & Society*, 19(2), 234–248.
<https://doi.org/10.1080/1369118X.2015.1050438>

Hammond, W. P. (2010). Psychological distress and health-seeking among Black men. *Journal of Men's Health*, 7(2), 107–109. <https://psycnet.apa.org/record/2010-04288-007>

Hanson, R. K., & Morton-Bourgon, K. (2009). The accuracy of recidivism risk assessments for sexual offenders: A meta-analysis of 118 prediction studies. *Psychological Assessment*, 21(1), 1–21. <https://doi.org/10.1037/a0014421>

Hook, A., & Devereux, J. (2018). Boundary violations in therapy: The patient's experience of harm. *BJPsych Advances*, 24(6), 367–375.

<https://psycnet.apa.org/record/2018-53624-006>

Kafka, K., Zhang, S., & Baldwin, M. (2024). A matter of trust: Confidentiality in therapeutic relationships. *Journal of Clinical Medicine*, 13, 234–245.

Kafka, J. X., Kothgassner, O. D., & Felnhofer, A. (2024). A Matter of Trust: Confidentiality in Therapeutic Relationships during Psychological and Medical Treatment in Children and Adolescents with Mental Disorders. *Journal of clinical medicine*, 13(6), 1752.

<https://doi.org/10.3390/jcm13061752>.

Knapp, S., & VandeCreek, L. (2012). Practical ethics for psychologists: A positive approach (2nd ed.). APA Books.

Lambert, M. J. (1992). Implications of outcome research for psychotherapy integration. In J. C. Norcross & M. R. Goldfried (Eds.), *Handbook of psychotherapy integration*. Basic Books.

Manson, N. C., & O'Neill, O. (2007). *Rethinking informed consent in bioethics*. Cambridge University Press.

Mill, J. S. (1998). *Utilitarianism*. Oxford University Press. (Original work published 1863)

Nevada Revised Statutes § 641.010. (n.d.). <https://www.leg.state.nv.us/NRS/NRS-641.html>

Nevada Revised Statutes § 641.100. (n.d.). <https://www.leg.state.nv.us/NRS/NRS-641.html>

Nevada Revised Statutes § 645.358. (n.d.). <https://www.leg.state.nv.us/NRS/NRS-645.html>

Nevada Revised Statutes § 645.648. (n.d.). <https://www.leg.state.nv.us/NRS/NRS-645.html>

Owen, J., Tao, K. W., & Rodolfa, E. (2014). Stronger therapeutic alliance associated with improved session depth and smoothness among clients from racial/ethnic minority backgrounds. *Psychotherapy*, 51(2), 279–285.

<https://psycnet.apa.org/doiLanding?doi=10.1037%2Fa0037420>

Rakatansky, H. (2011). The effect of criminal convictions on licensure. *AMA Journal of Ethics*, 13(12), 881–885.

<https://journalofethics.ama-assn.org/article/criminal-convictions-and-medical-licensure/2011-10>

Rodriguez, J. A., et al. (2021). Digital health equity for Native communities: Structural barriers and opportunities. *Health Affairs*, 40(9), 1400–1407.

Suite, D. H., La Bril, R., Primm, A., & Harrison-Ross, P. (2007). Beyond misdiagnosis, misunderstanding, and mistrust: Relevance of the historical perspective in the medical and mental health treatment of people of color. *Psychiatry*, 70(2), 121–128.

<https://pubmed.ncbi.nlm.nih.gov/17722664/>

United Nations. (1991). Principles for the protection of persons with mental illness and the improvement of mental health care. <https://digitallibrary.un.org/record/162032>

Weaver, H., & Jackson, K. (2019). Digital inclusion challenges in Native American health contexts. *Journal of Health Disparities Research and Practice*, 12(1), 45–58.

*As confirmed by Heidi Paakkonen, Executive Director of Arizona Psychology Board, on 12/04/2025:

“The language of A.R.S. 32-3208 is here: <https://www.azleg.gov/ars/32/03208.htm>. The Board of Psychologist Examiners has adopted a guidance document that specifies to its licensees what charges are to be reported to the Board:

https://psychboard.az.gov/sites/default/files/documents/files/reportable%20misdemeanors_0.pdf

Members of the public become aware of reported charges when the matter is placed on a [public meeting agenda](#) for Board review. The public may attend the meeting to hear that discussion which would include mention of the charge(s). Additionally, the Board’s meetings are audio recorded and posted [on its website](#) within 5 days of the review. The minutes -- the official record of the meeting -- are [posted online](#) once Board-approved, and detail the Board's discussion and action taken. If disciplinary action is taken by the Board relative to a criminal **conviction**, that information is posted on the [Board Actions](#) page, and also on the [online licensee lookup system](#).”

This reference list was prepared with the assistance of AI technology. I have personally verified the sources, but respectfully ask that the Board also review the full list for accuracy.

**Nevada Board of Psychological Examiners
Board Meeting Staff Report**

DATE: December 12, 2025

ITEM: 3 - (For Possible Action) Public Hearing to Solicit Comments on Regulations (Legislative Counsel Bureau File Number R001-25 and R041-25) Proposed for Adoption; Possible Action to Make Revisions to and/or Forward the Proposed Regulation(s) to the Legislative Counsel Bureau in Accordance with NRS Chapter 233B.

SUMMARY:

R001-25:

During the Board's October 11, 2024, December 6, 2024, and January 10, 2025, Regulation Workshops on proposed revisions to NAC 641.136, the Board made a determination as to the language on which to move forward as it concerns continuing professional development satisfying a portion of the Board's continuing education requirements for licensees. That proposed language was forwarded to the Legislative Counsel Bureau for an LCB file number and a regulation draft. The LCB subsequently assigned the regulation file number R001-25 and on July 28, 2025, provided a draft of the regulation.

During the properly-noticed October 24, 2025, regulation hearing on R001-25, questions were raised regarding how the live/face-to-face versus distance learning requirements applied to the continuing professional development aspect of R001-25, and the basis on which the Board made its determination as to NAC 641.136(3)(b)(3) (as proposed in R001-25), which provides for CE credit for teaching a semester of a graduate-level applied psychology course that is accredited by the APA. The Board tabled the agenda item for the Board's next meeting so that a review of the workshop discussions could be reviewed for answers to those questions.

The regulation workshops were reviewed for those discussions and a response to those questions have been provided to the Board for further consideration during this regulation hearing and to determine whether R001-25, as drafted and provided by the LCB, should be approved for submission to the LCB. Included in the meeting materials is the LCB draft of R001-25 that will be addressed during the December 12, 2025, meeting, notice of which was timely posted on November 10, 2025.

R041-25:

During its August 22, 2025, meeting, the Board conducted a Regulation Workshop on proposed revisions to NAC Chapter 641 resulting from 2025 SB251 (designations for psychological interns and psychological assistants) and AB196 (in relevant part, repealing the statutory requirement that firms, partnerships, and corporations register with the Board). During that workshop, the Board made a determination as to the regulatory language on which it would move forward to align with SB251 and AB196. That proposed language was forwarded to the Legislative Counsel

Bureau for an LCB file number and a regulation draft, in response to which the LCB provided R041-25.

Included in the meeting materials is the LCB draft of R041-25 that will be addressed during the December 12, 2025, meeting, notice of which was timely posted on November 10, 2025.

**PROPOSED REGULATION OF THE BOARD OF
PSYCHOLOGICAL EXAMINERS**

LCB File No. R001-25

July 28, 2025

EXPLANATION – Matter in *italics* is new; matter in brackets ~~[omitted material]~~ is material to be omitted.

AUTHORITY: § 1, NRS 641.100, 641.110 and 641.220.

A REGULATION relating to psychology; revising provisions relating to continuing education requirements to renew a license to practice psychology; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

Existing law provides for the regulation of the practice of psychology by the Board of Psychological Examiners and requires the Board to adopt regulations regarding continuing education requirements for renewal of a license to practice psychology. (NRS 641.100, 641.220) Existing regulations require a licensed psychologist to complete 30 hours of continuing education courses approved by the Board in the 2 years immediately preceding the date he or she submits an application for renewal of his or her license. (NAC 641.136) This regulation revises provisions relating to that continuing education requirement to include the acceptance of not more than 15 hours of approved continuing professional development toward the requirement. This regulation also sets forth the types of continuing professional development the Board will accept in satisfaction of the continuing education requirement.

Section 1. NAC 641.136 is hereby amended to read as follows:

641.136 1. To renew his or her license, a psychologist must certify to the Board that during the 2 years immediately preceding the date he or she submits an application for renewal, he or she has completed 30 hours of continuing education ~~[in courses]~~ approved by the Board ~~[~~
At], which must include:

(a) *At* least 6 hours ~~[must include]~~ *of* instruction in scientific and professional ethics and standards, and common areas of professional misconduct ~~[~~;

(b) At least 2 hours ~~[must include]~~ *of* instruction in evidence-based suicide prevention and awareness ~~[.]~~ ;

(c) At least 6 hours ~~[must include]~~ *of* instruction relating to cultural competency and diversity, equity and inclusion ~~[.]~~ ;

(d) Not more than 15 hours ~~[may be obtained]~~ *of instruction* from an approved home study course ~~[. A licensee may not receive credit for continuing education for a course in which he or she is the instructor.]~~ ; *and*

(e) *Not more than 15 hours of approved continuing professional development.*

2. Except as otherwise provided in subsection ~~[3.]~~ *4*, the Board will accept the following types of continuing education courses or programs ~~[.]~~ *towards satisfaction of the continuing education required by subsection 1:*

(a) Formally organized workshops, seminars or classes which maintain an attendance roster and are conducted by or under the auspices of an accredited institution of higher education offering graduate instruction.

(b) Workshops, seminars or classes which maintain an attendance roster and are certified or recognized by a state, national or international accrediting agency, including, but not limited to:

- (1) The American Psychological Association;
- (2) The American Psychiatric Association;
- (3) The American Medical Association;
- (4) The American Association for Marriage and Family Therapy;
- (5) The American Counseling Association;
- (6) The International Congress of Psychology; or
- (7) The National Association of Social Workers.

(c) Other workshops, classes, seminars and training sessions in psychology or a closely related discipline which have a formal curriculum and attendance roster and receive approval by the Board.

(d) Home study courses in psychology or a closely related discipline that are approved by the Board.

3. *The Board will accept towards satisfaction of the continuing education required by paragraph (e) of subsection 1:*

(a) Not more than 3 hours of continuing education credit in each of the following areas:

(1) One hour of continuing education credit for each hour of peer consultation;
(2) One hour of continuing education credit for each hour of service on the governing board, committee, editorial board, scientific grant review team or in a position of leadership of a psychological association; and

(3) Three hours of continuing education credit for each full day of attendance at a conference or convention related to psychology, where continuing education credits are not earned or offered for attending the conference or convention.

(b) Not more than 6 hours of continuing education credit in each of the following areas:

(1) A number of hours of continuing education credit equivalent to the number of course credits earned in completing a doctoral-level psychology course;
(2) One hour of continuing education credit for teaching a continuing education course that is approved by the Board;
(3) Six hours of continuing education credit for teaching a semester of a graduate-level applied psychology course that is accredited by the American Psychological Association, including preparation of materials for such a course; and

(4) Six hours of continuing education credit for authoring a book, a chapter in a book or a peer-reviewed manuscript in the field of psychology that is accepted for publishing, for each book, chapter or manuscript.

4. Before a licensee may receive credit for continuing education for a course in scientific and professional ethics and standards and common areas of professional misconduct, for a course in evidence-based suicide prevention and awareness, or for a course relating to cultural competency and diversity, equity and inclusion, the licensee must submit information concerning the course to the Board for approval of the course unless the Board has previously approved the course. The Board will make available at its office a list of courses and programs that are currently approved by the Board.

PROPOSED REGULATION OF THE BOARD OF PSYCHOLOGICAL EXAMINERS

LCB File No. R041-25

September 24, 2025

EXPLANATION – Matter in *italics* is new; matter in brackets ~~[omitted material]~~ is material to be omitted.

AUTHORITY: §§ 1 and 2, NRS 641.100, as amended by section 5 of Senate Bill No. 251, chapter 185, Statutes of Nevada 2025, at page 1161, NRS 641.110, as amended by section 6 of Senate Bill No. 251, chapter 185, Statutes of Nevada 2025, at page 1162, NRS 641.226, as amended by section 13 of Senate Bill No. 251, chapter 185, Statutes of Nevada 2025, at page 1164 and NRS 641.228, as amended by section 14 of Senate Bill No. 251, chapter 185, Statutes of Nevada 2025, at page 1166; §§ 3-8, NRS 641.100, as amended by section 5 of Senate Bill No. 251, chapter 185, Statutes of Nevada 2025, at page 1161, NRS 641.110, as amended by section 6 of Senate Bill No. 251, chapter 185, Statutes of Nevada 2025, at page 1162 and NRS 641.170; § 9, NRS 641.100, as amended by section 5 of Senate Bill No. 251, chapter 185, Statutes of Nevada 2025, at page 1161, NRS 641.110, as amended by section 6 of Senate Bill No. 251, chapter 185, Statutes of Nevada 2025, at page 1162, NRS 641.170 and 641.390; §§ 10-13, NRS 641.100, as amended by section 5 of Senate Bill No. 251, chapter 185, Statutes of Nevada 2025, at page 1161.

A REGULATION relating to psychology; providing for the issuance of a provisional license instead of a registration to psychological assistants and psychological interns; removing and repealing provisions requiring certain business entities to register with the Board of Psychological Examiners; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

Senate Bill No. 251 (S.B. 251) of the 2025 Legislative Session made various changes to the regulation of psychological assistants, psychological interns and psychological trainees, and in relevant part, requires psychological assistants and psychological interns to obtain a provisional license from the Board of Psychological Examiners instead of registering with the Board. (NRS 641.226, as amended by section 13 of S.B. 251, chapter 185, Statutes of Nevada 2025, at page 1164) **Sections 2-11** of this regulation similarly provide for the issuance of a provisional license to a psychological assistant or psychological intern.

Assembly Bill No. 196 (A.B. 196) of the 2025 Legislative Session repealed provisions of law requiring a firm, partnership or corporation which engaged in or offered to engage in the

practice of psychology to register with the Board. (NRS 641.2265, repealed by section 4 of A.B. 196, chapter 114, Statutes of Nevada 2025, at page 621) **Section 12** of this regulation similarly repeals provisions governing the registration of a firm, partnership or corporation which engages in or offers to engage in the practice of psychology. **Section 1** of this bill makes a conforming change to remove the fee for the registration of such firms, partnerships and corporations.

Section 1. NAC 641.019 is hereby amended to read as follows:

641.019 1. Except as otherwise provided in NRS 641.228 and subsection 3, the Board will charge and collect the following fees:

For an application for licensure	\$150
For an application for registration as a psychological assistant, psychological intern or psychological trainee	150
For the state examination for licensure administered by the Board pursuant to NAC 641.112.....	Actual costs to the Board plus \$100
For the issuance of an initial license	25
For the biennial renewal or reinstatement of a license as a psychologist	650
For the registration of a firm, partnership or corporation	300
For the placement of a license on inactive status	100
For the biennial renewal of a license on inactive status	100
For the initial registration of a psychological assistant	150
For the initial registration of a psychological intern	75
For the initial registration of a psychological trainee.....	30

For the renewal of a registration of a psychological assistant.....	150
For the renewal of a registration of a psychological intern	75
For the renewal of a registration of a psychological trainee	30
For the restoration to active status of a license as a psychologist on inactive status	250
For the registration of a nonresident consultant	100
For reproduction and mailing of material for an application	30
For a change of name on a license	30
For a duplicate license	30
For copies of the provisions of NRS relating to the practice of psychology and the rules and regulations adopted by the Board	30
For a letter of good standing	20
For the review and approval of a course or program of continuing education.....	30

2. The Board will annually determine the actual costs to the Board for the state examination administered by the Board pursuant to NAC 641.112 for purposes of determining the fee charged and collected pursuant to subsection 1.

3. If an active member of, or the spouse of an active member of, the Armed Forces of the United States, a veteran or the surviving spouse of a veteran submits an application for a license by endorsement pursuant to NRS 641.196, the Board will charge and collect a fee of \$62.50 for the issuance of an initial license.

4. In accordance with NRS 353C.115 and NAC 353C.400, the Board will charge and collect from any person whose check or other method of payment is returned to the Board or otherwise dishonored because the person had insufficient money or credit with the drawee or financial institution to pay the check or other method of payment or because the person stopped payment on the check or other method of payment a fee of \$25 or such other amount as may subsequently be required by NRS 353C.115 and NAC 353C.400.

5. As used in this section, “veteran” has the meaning ascribed to it in NRS 417.005.

Sec. 2. NAC 641.019 is hereby amended to read as follows:

641.019 1. Except as otherwise provided in NRS 641.228 and subsection 3, the Board will charge and collect the following fees:

For an application for licensure\$150

For an application for registration *as a psychological trainee or a*

provisional license as a psychological assistant ~~for~~ *or* psychological

intern ~~for psychological trainee~~150

For the state examination for licensure administered by the Board pursuant

to NAC 641.112.....Actual costs

to the Board

plus \$100

For the issuance of an initial license25

For the biennial renewal or reinstatement of a license as a psychologist650

For the placement of a license on inactive status100

For the biennial renewal of a license on inactive status100

For the <i>issuance of an</i> initial registration <i>provisional license</i> of a psychological assistant	150
For the <i>issuance of an</i> initial registration <i>provisional license</i> of a psychological intern.....	75
For the initial registration of a psychological trainee.....	30
For the renewal of a registration <i>provisional license</i> of a psychological assistant.....	150
For the renewal of a registration <i>provisional license</i> of a psychological intern.....	75
For the renewal of a registration of a psychological trainee	30
For the restoration to active status of a license as a psychologist on inactive status	250
For the registration of a nonresident consultant	100
For reproduction and mailing of material for an application	30
For a change of name on a license	30
For a duplicate license.....	30
For copies of the provisions of NRS relating to the practice of psychology and the rules and regulations adopted by the Board.....	30
For a letter of good standing	20
For the review and approval of a course or program of continuing education.....	30

2. The Board will annually determine the actual costs to the Board for the state examination administered by the Board pursuant to NAC 641.112 for purposes of determining the fee charged and collected pursuant to subsection 1.

3. If an active member of, or the spouse of an active member of, the Armed Forces of the United States, a veteran or the surviving spouse of a veteran submits an application for a license by endorsement pursuant to NRS 641.196, the Board will charge and collect a fee of \$62.50 for the issuance of an initial license.

4. In accordance with NRS 353C.115 and NAC 353C.400, the Board will charge and collect from any person whose check or other method of payment is returned to the Board or otherwise dishonored because the person had insufficient money or credit with the drawee or financial institution to pay the check or other method of payment or because the person stopped payment on the check or other method of payment a fee of \$25 or such other amount as may subsequently be required by NRS 353C.115 and NAC 353C.400.

5. As used in this section, “veteran” has the meaning ascribed to it in NRS 417.005.

Sec. 3. NAC 641.080 is hereby amended to read as follows:

641.080 1. Before an applicant is eligible for licensure as a psychologist, he or she must complete 2 years of supervised and documented experience that is the equivalent of full-time experience.

2. Except as otherwise provided in subsection 3, the 2 years of experience required pursuant to paragraph (d) of subsection 1 of NRS 641.170 must be supervised experience and must comply with the following requirements:

(a) The first year must satisfy the requirements of subsection 4; and

(b) The second year must be postdoctoral, must consist of not less than 1,750 hours and must:

(1) Meet the guidelines established by the Association of State and Provincial Psychology Boards; or

(2) Satisfy the requirements of subsection 6.

3. If an applicant has been licensed for at least 5 years in the District of Columbia or another state or territory of the United States and has had no disciplinary action or other adverse action taken against him or her by the regulatory body, the 2 years of experience required pursuant to paragraph (d) of subsection 1 of NRS 641.170 must be supervised experience and must comply with the following requirements:

(a) Each year must consist of not less than 1,500 hours;

(b) One year must satisfy the requirements of subsection 4; and

(c) One year must be postdoctoral and must satisfy the requirements of subsection 6.

4. For the purposes of paragraph (a) of subsection 2 and paragraph (b) of subsection 3, 1 year of supervised experience must be satisfactorily completed in:

(a) A doctoral internship program accredited by the American Psychological Association; or

(b) A doctoral internship that is equivalent to a doctoral internship in a program that is accredited by the American Psychological Association. An applicant, his or her proposed supervisor and a representative of the proposed agency or institution at which the internship will be conducted must submit to the Board a plan to meet the requirements of this paragraph and information showing that the proposed internship substantially complies with the accreditation standards for doctoral internship programs in the *Standards of Accreditation for Health Service Psychology* of the American Psychological Association, which is available, free of charge, at the Internet address <https://www.apa.org/ed/accreditation/standards-of-accreditation.pdf>, and Section C of the *Implementing Regulations* of the Commission on Accreditation of the American

Psychological Association which is available, free of charge, at the Internet address <https://accreditation.apa.org/policies>. Substantial compliance with such standards may be demonstrated by submission to the Board of information showing that the proposed doctoral internship:

(1) Requires completion of the internship in an agency or institution that provides services to a population sufficient in number and diversity to give the intern adequate experiential exposure to meet the purposes, aims and competencies of the internship.

(2) Requires the intern to complete a minimum of 2,000 hours of training, which must be completed:

(I) If on a full-time basis, in not less than 12 months; or

(II) If on a part-time basis, in not less than 24 months.

(3) Offers education and training conducted in a single-site or multiple-site setting that prepares interns for the practice of health service psychology.

(4) Includes a training program that meets the requirements set forth in subsection 5.

5. A proposed doctoral internship that is not accredited by the American Psychological Association must include a training program that, without limitation:

(a) Is an integral part of the mission of the agency or institution in which the program is provided, with administrative and structural processes that facilitate systematic coordination, control, direction and organization of the training activities and resources of the program.

(b) Recognizes the importance of cultural and individual differences and diversity in the training of psychologists.

(c) Demonstrates the adequacy of its educational and training resources, including, without limitation, clerical and technical support, access to training materials and equipment that reflect

the current knowledge base in the profession, and physical facilities that are appropriate for confidential interactions and are compliant with the Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101 et seq., and the regulations adopted pursuant thereto.

(d) Has policies and procedures that are consistent with those described in the accreditation standards for doctoral internship programs in the *Standards of Accreditation for Health Service Psychology* of the American Psychological Association, including, without limitation, policies relating to:

- (1) The recruitment and selection of interns;
- (2) The required prior doctoral preparation and experiences;
- (3) Providing administrative and financial assistance to interns;
- (4) The requirements for successful internship performance;
- (5) Performance evaluations, feedback, retention and termination decisions relating to interns;
- (6) The identification and remediation of insufficient competence and problematic behavior by an intern;
- (7) Grievance procedures for interns, including the provision of due process;
- (8) The requirements for supervision of an intern as set forth in paragraphs (q), (r) and (s);
- (9) Maintenance of records; and
- (10) Nondiscrimination, including documentation of such policies and operating procedures.

(e) Has policies and procedures that are consistent with the profession's current ethics code and which adhere to:

- (1) The regulations of the agency or institution; and

- (2) All applicable local, state and federal laws regarding due process and fair treatment.
- (f) Requires the retention of records on the performance of interns and complaints and grievances against the program or persons associated with the program.
- (g) Ensures a welcoming, supportive and encouraging learning environment for all interns, including those from diverse and underrepresented communities.
- (h) Recognizes the right of interns, faculty and staff to be treated with courtesy and respect.
- (i) Recognizes science as the core of health service psychology and relies on the current evidence base in the training and assessment of interns.
- (j) Requires an intern to demonstrate competency in profession-wide competencies, including, without limitation:
 - (1) Research;
 - (2) Ethical and legal standards;
 - (3) Individual and cultural diversity;
 - (4) Professional values, attitudes and behaviors;
 - (5) Communication and interpersonal skills;
 - (6) Assessment;
 - (7) Intervention;
 - (8) Supervision; and
 - (9) Consultation, interprofessional and interdisciplinary skills.
- (k) Demonstrates a clear and coherent plan for educational activities that support the achievement of interns in profession-wide and program-specific competencies.
- (l) Employs primarily an experiential training method that:

(1) Involves the delivery of services by an intern in direct contact with recipients of those services; and

(2) Includes sufficient observation and supervision by doctoral-level licensed psychologists to facilitate the readiness of the intern to enter into the general practice of psychology upon completion of the training.

(m) Follows a logical and cumulative training sequence that builds on the skills and competencies acquired by the intern during training and is graded in complexity in a manner consistent with that sequence.

(n) Demonstrates that the tasks and duties associated with the delivery of service by an intern are primarily learning-oriented and that the training considerations of interns take precedence over the delivery of service and the generation of revenue.

(o) Maintains appropriate and transparent communication practices, including, without limitation:

- (1) Articulating the commitment of the program to attracting and training diverse clients;
- (2) Ensuring regular communication between the doctoral program and the doctoral internship program;
- (3) Ensuring that all communications with potential and current interns are informative, accurate and transparent;
- (4) Disclosing the status of the program with regard to accreditation; and
- (5) Demonstrating a commitment to public disclosure.

(p) Provides adequate financial support for:

- (1) Interns;
- (2) Faculty and staff; and

(3) Sufficient and dependable training activities for the duration of the year or years of any contracts with interns.

(q) Provides supervision in a regularly scheduled manner and ensures that:

(1) Each intern has access to consultation and supervision during the times he or she is providing clinical services; and

(2) Each intern receives not less than 4 hours per week of supervision, including not less than 2 hours per week of face-to-face individual supervision by one or more doctoral-level licensed psychologists who are involved in an ongoing supervisory relationship with the intern and have primary professional responsibility for the cases on which face-to-face individual supervision is provided.

(r) Ensures that any supervisory hours other than the 2 hours of face-to-face individual supervision required by subparagraph (2) of paragraph (q) are:

(1) Consistent with the definition of supervision in the glossary of the *Standards of Accreditation for Health Service Psychology* of the American Psychological Association;

(2) Conducted by health care professionals who are appropriately credentialed; and

(3) Interactive experiences in a group or individual format.

(s) Requires that overall responsibility for the supervision of interns, including oversight and integration of supervision provided by non-psychologist professionals, is maintained by doctoral-level licensed psychologists.

6. For the purposes of subparagraph (2) of paragraph (b) of subsection 2 and of paragraph (c) of subsection 3, supervised experience is credited only for:

(a) Professional work in a setting that provides an opportunity for interaction with colleagues and an opportunity for work with a broad range of clients, including, without limitation, a private practice and a public or private agency, institution or organization; and

(b) Work experience that is other than experience which is acquired in connection with a practicum for which graduate credits are granted and which complies with the following requirements:

(1) The number of hours required pursuant to paragraph (b) of subsection 2 or paragraph (a) of subsection 3 must be completed in not less than 10 months and not more than 3 years unless otherwise approved by the Board;

(2) Unless otherwise approved by the Board:

(I) At least 50 percent of the hours per week of the supervised experience must be spent providing clinical services, including, without limitation, psychological services rendered directly to an individual, couple, family or group, psychological testing, and individual or group supervision relating to those services; and

(II) At least 15 percent of the hours per week of the supervised experience must be spent providing face-to-face client care;

(3) The hours per week of the supervised experience that are not spent in the manner set forth in subparagraph (2) must be spent engaging in an activity related to psychology, including, without limitation, teaching psychology, performing psychological research in a manner not covered by the provisions of subsection 8 and engaging in administrative activities related to psychology or in any other activity related to psychology; and

(4) At least 40 hours of the supervised experience must be spent receiving training in cultural, ethnic and group processes as social bases of behavior and at least 3 hours of individual

face-to-face supervision must be spent focused on that area of psychology. Such hours may be obtained by, without limitation:

- (I) Conducting clinical work directly with culturally diverse or underserved populations;
- (II) Reading materials related to culturally diverse populations;
- (III) Researching an issue related to culturally diverse populations;
- (IV) Attending a workshop, conference or seminar concerning working with culturally diverse populations;
- (V) Giving a presentation related to culturally diverse populations at a workshop, conference or seminar; and
- (VI) Authoring a publication related to culturally diverse populations.

7. Unless an applicant is ~~registered~~ *provisionally licensed* as a psychological assistant or psychological intern, he or she may not apply hours during which he or she practiced as another type of licensed medical or behavioral health provider toward the supervised experience that is required for licensure as a psychologist pursuant to this section.

8. For faculty hired at an accredited institution of higher education, hours spent engaged in activities related to clinical research involving the provision of treatment to test the efficacy or effectiveness of psychotherapeutic techniques or to test or identify different mechanisms of change or factors related to treatment outcome, may be used to meet the requirements set forth in subparagraph (2) of paragraph (b) of subsection 6. Such activities include, without limitation:

- (a) Supervision of the implementation of treatment protocols;
- (b) Direct implementation of treatment protocols;
- (c) Writing test results and other reports;

- (d) Note writing in connection with the provision of services;
- (e) Data monitoring for adverse effects;
- (f) Working with institutional review boards to ensure patient safety;
- (g) Developing and modifying study design and treatment protocols for the implementation of such studies;
- (h) Monitoring and reviewing treatment sessions during clinical trials for adherence to treatment protocols; and
- (i) Writing the results of such research.

Sec. 4. NAC 641.151 is hereby amended to read as follows:

641.151 1. A person must ~~register~~ *obtain a provisional license* with the Board as a psychological assistant if the person wishes to obtain any postdoctoral supervised experience that is required pursuant to paragraph (b) of subsection 2 of NAC 641.080 or paragraph (c) of subsection 3 of NAC 641.080 for licensure as a psychologist by submitting the appropriate application to the Board.

2. Unless otherwise approved by the Board, a person may apply to the Board for ~~registration~~ *a provisional license* as a psychological assistant only after he or she graduates with a doctoral degree from:

- (a) A training program which is accredited by the American Psychological Association or a program which meets the requirements of:
 - (1) NAC 641.061 if the applicant graduated before January 1, 2018; or
 - (2) NAC 641.062 if the applicant graduated on or after January 1, 2018; or
- (b) An institution which meets the requirements of subsection 2 of NAC 641.050.

3. ~~{Initial registration}~~ *An initial provisional license* as a psychological assistant is valid for 1 year. Except as otherwise provided in subsection 4, a psychological assistant may not renew his or her ~~{registration}~~ *provisional license* if it would cause the psychological assistant to be ~~{registered}~~ *provisionally licensed* as a psychological assistant for more than 3 years unless otherwise approved by the Board.

4. A person who has obtained the amount of postdoctoral supervised experience required pursuant to paragraph (b) of subsection 2 of NAC 641.080 or paragraph (c) of subsection 3 of NAC 641.080 in the District of Columbia or another state or territory of the United States, but has not completed the other requirements for licensure as a psychologist, must ~~{register}~~ *obtain a provisional license* as a psychological assistant. A psychological assistant may not renew his or her ~~{registration}~~ *provisional license* pursuant to this subsection if it would cause the psychological assistant to be ~~{registered}~~ *provisionally licensed* as a psychological assistant for more than 2 years unless otherwise approved by the Board.

Sec. 5. NAC 641.1515 is hereby amended to read as follows:

641.1515 1. Unless the person is participating in a federally-regulated internship program, a person may ~~{register with the Board}~~ *obtain a provisional license* as a psychological intern by submitting the appropriate application to the Board if the person wishes to obtain any predoctoral supervised experience that is required pursuant to paragraph (a) of subsection 2 of NAC 641.080 or paragraph (b) of subsection 3 of NAC 641.080.

2. Unless otherwise approved by the Board, a person may apply to the Board for ~~{registration}~~ *a provisional license* as a psychological intern only after he or she has provided to the Board proof that he or she is currently enrolled on at least a part-time basis to obtain a doctoral degree from:

(a) A program which is accredited by the American Psychological Association or meets the requirements of NAC 641.061 or 641.062, as applicable; or

(b) An institution which meets the requirements of subsection 2 of NAC 641.050.

3. ~~[Registration]~~ *A provisional license* as a psychological intern is valid for 2 years unless otherwise approved by the Board.

4. After a psychological intern has obtained the amount of predoctoral supervised experience required pursuant to paragraph (a) of subsection 2 of NAC 641.080 or paragraph (b) of subsection 3 of NAC 641.080, he or she may not apply for renewal of his or her ~~[registration]~~ *provisional license* as a psychological intern.

Sec. 6. NAC 641.15165 is hereby amended to read as follows:

641.15165 1. An application for registration *as a psychological trainee or a provisional license* as a psychological assistant ~~[,]~~ *or* psychological intern ~~[or psychological trainee]~~ shall be deemed withdrawn if the application is not completed within 2 years after the date on which the Board first received the application materials.

2. If an application is deemed withdrawn pursuant to this section, the applicant may reapply for such registration *or provisional license* and must pay any application fees in effect at the time of the reapplication.

Sec. 7. NAC 641.15195 is hereby amended to read as follows:

641.15195 1. A supervisor shall employ methods of proper and diligent oversight of a psychological assistant, psychological intern or psychological trainee who is under his or her supervision to meet his or her ethical and legal responsibilities set forth in subsection 2 of NAC 641.161. Such methods must include the implementation of policies and procedures that ensure the accessibility of the supervisor to the psychological assistant, psychological intern or

psychological trainee commensurate with the professional developmental level of the psychological assistant, psychological intern or psychological trainee as required by the agreement submitted to the Board pursuant to NAC 641.1517 or 641.153, as applicable. Such methods may include:

- (a) The physical presence of the supervisor;
- (b) Availability of or observation by the supervisor electronically or by fiber optics; and
- (c) Availability of another licensed medical or behavioral health provider affiliated with the site at which the psychological assistant, psychological intern or psychological trainee is providing services.

2. To ensure compliance with subsection 1, a supervisor may employ various modes and methods of supervision of a psychological assistant, psychological intern or psychological trainee under his or her supervision, including, without limitation:

- (a) Individual supervision;
- (b) Group supervision;
- (c) Tracking the progress of clients and patients treated or assessed by the psychological assistant, psychological intern or psychological trainee;
- (d) Conducting therapy or an assessment with the psychological assistant, psychological intern or psychological trainee;
- (e) Discussing the cases of clients and patients with the psychological assistant, psychological intern or psychological trainee;
- (f) Directly observing the delivery of services by the psychological assistant, psychological intern or psychological trainee, either in person or through the use of a remote technology system which uses electronic, digital or other similar technology; or

(g) Reviewing audio or video recordings of the delivery of services by the psychological assistant, psychological intern or psychological trainee.

3. A supervisor shall:

(a) Maintain primary responsibility for the care plan of each client and patient treated or assessed by a psychological assistant, psychological intern or psychological trainee under his or her supervision; and

(b) Review and sign all clinical documentation, including, without limitation, reports, treatment plans and progress notes, for all services provided by a psychological assistant, psychological intern or psychological trainee under his or her supervision, including, without limitation, those services for which he or she is seeking reimbursement under the State Plan for Medicaid that were rendered under the authorized scope of practice of the psychological assistant, psychological intern or psychological trainee pursuant to NRS 422.27239, as applicable.

4. Except as otherwise provided in this subsection, a supervisor shall be available to a psychological assistant, psychological intern or psychological trainee whom he or she supervises while the psychological assistant, psychological intern or psychological trainee is providing services to a client or patient. A supervisor shall arrange for the availability of another appropriate licensed medical or behavioral health provider in the case of the absence of the supervisor.

5. A supervisor shall provide to the Board:

(a) Evidence of the manner in which he or she meets his or her supervisory duties as outlined in subsections 1 and 2.

(b) Upon the registration of *a psychological trainee or upon the issuance of a provisional license as* a psychological assistant ~~[,] or~~ psychological intern ~~, [for psychological trainee,]~~ a training plan that includes, without limitation, the policies the supervisor will put in place to ensure the availability of the supervisor or a designee thereof and the modes, methods, procedures or policies the supervisor intends to employ to ensure compliance with this section and NAC 641.161.

Sec. 8. NAC 641.158 is hereby amended to read as follows:

641.158 1. A psychologist may serve as a supervisor to a combination of not more than four full-time equivalent psychological assistants, psychological interns, psychological trainees or other interns licensed, registered, *provisionally licensed* or certified, as applicable, under the provisions of chapter 641A, 641B or 641C of NRS at the same time.

2. A psychologist shall not supervise:

(a) A person described in subsection 1 with whom the psychologist has a familial or other multiple relationship; or

(b) More persons described in subsection 1 than the psychologist is capable of ensuring adequate supervision.

3. A psychological assistant or psychological intern may not be employed by more than two supervisors at the same time.

4. A psychological trainee may not be assigned to more than two training sites at the same time.

5. As used in this section, “multiple relationship” means a professional relationship between a psychologist and another person where:

(a) The psychologist and the other person currently have another type of relationship;

(b) The psychologist is currently in a relationship with a person closely associated with or related to the person with whom the psychologist has the professional relationship; or

(c) The psychologist plans to enter into another relationship in the future with the person with whom the psychologist is in a professional relationship or a person closely associated with or related to that person.

Sec. 9. NAC 641.1685 is hereby amended to read as follows:

641.1685 1. Except as otherwise provided in subsection 2, a person who is engaged in the teaching of psychology or in psychological research is not required to obtain a license to practice psychology pursuant to chapter 641 of NRS.

2. A person shall not engage in the teaching of psychology or in psychological research that involves the delivery or supervision of direct psychological services unless he or she:

(a) Holds a license to practice psychology pursuant to chapter 641 of NRS;

(b) ~~Is actively registered~~ *Holds a provisional license* as a psychological assistant pursuant to chapter 641 of NRS; or

(c) Has obtained approval from the Board to engage in such teaching or research without holding a license to practice psychology or ~~being actively registered~~ *a provisional license* as a psychological assistant.

Sec. 10. NAC 641.210 is hereby amended to read as follows:

641.210 A psychologist:

1. Shall display his or her license in a conspicuous place on the premises of his or her office or place of employment.

2. Shall, except as otherwise provided in this subsection, respond within 30 days after receiving any written communication from the Board and shall make available any relevant

record with respect to an inquiry or complaint about his or her professional conduct. If a communication is mailed to a psychologist by the Board, he or she shall respond to the communication within 30 days after it is mailed to him or her at the address shown on the records of the Board.

3. Shall notify the Board in writing of a change of address or telephone number within 30 days after the change.

4. Shall not mislead or withhold from a patient, prospective patient or other person who will be responsible for payment of the psychologist's services, information concerning the fee for the professional services of the psychologist.

5. Shall not directly or indirectly offer, give, solicit, receive or agree to receive any fee or other consideration for the referral of a patient.

6. Shall not permit any person, other than:

(a) A partner, employee or associate in his or her professional firm or corporation;

(b) A psychologist retained as a subcontractor or consultant; or

(c) A properly registered *psychological trainee or a provisionally licensed* psychological assistant ~~or~~ *or* psychological intern ~~for psychological trainee~~ practicing under his or her supervision, except as otherwise provided in subsections 1, 2 and 3 of NAC 641.154,
 ➡ to share in a fee for professional services. The prohibition of this subsection includes any arrangement or agreement whereby the amount paid for office space, facilities, equipment or personal services used by the psychologist is based upon the income or receipts of his or her practice.

7. Shall exercise appropriate supervision over any person who is authorized to practice psychological services under his or her supervision.

8. Shall not exploit a person who is authorized to practice psychological services under his or her supervision.

Sec. 11. NAC 641.234 is hereby amended to read as follows:

641.234 1. If a psychologist communicates the results of an assessment procedure to a patient or client or to the legal guardian, parents or agent of a patient or client, he or she shall:

(a) Use appropriate interpretive aids to explain the results in a manner which is understandable; and

(b) Include in the explanation any deficiencies of the assessment procedure and factors which may affect the validity, reliability or other interpretation of the results.

2. A psychologist shall not reproduce or describe in any popular publications, lectures or public presentations, psychological tests or other assessment procedures in a manner which may invalidate the tests or procedures.

3. Except as otherwise provided in subsection 4 or where otherwise required by specific federal or state law, a person who is licensed , ~~for~~ registered *or provisionally licensed* by the Board shall not disclose psychological test material or psychological test data:

(a) To any person, including, without limitation, the person who is the subject of the psychological test or assessment procedure; or

(b) During any judicial proceeding, administrative proceeding or legislative proceeding.

4. A person who is the subject of a psychological test or assessment procedure may request that records related to the psychological test or assessment procedure be disclosed to a designated psychologist. Any such request must be made in writing and comply with all applicable federal and state laws relating to the disclosure of mental health information, including, without limitation, the Health Insurance Portability and Accountability Act of 1996,

Public Law 104-191. Upon receipt of such a request, a person who is licensed, ~~or~~ registered *or provisionally licensed* by the Board shall disclose to the designated psychologist all records related to the psychological test or assessment procedure. Nothing in this subsection shall be construed to authorize the inspection of psychological test materials by a person who is the subject of a psychological test or assessment procedure.

5. If a psychologist offers to other professionals an assessment procedure or automated interpretation service, he or she shall:

(a) Provide a manual or other written material which fully describes the development of the procedure or service, the rationale therefor, evidence of the validity and reliability thereof, and characteristics of the group of persons which the procedure or service uses as a norm;

(b) Explicitly state the purpose and application for which the procedure or service is recommended;

(c) Identify special requirements which are necessary to administer and interpret the procedure or service properly; and

(d) Ensure that advertisements for the procedure or service provide an accurate description of the procedure or service.

6. As used in this section:

(a) “Psychological test data” has the meaning ascribed to the term “test data” in the *Ethical Principles of Psychologists and Code of Conduct* adopted by reference pursuant to subsection 1 of NAC 641.250.

(b) “Psychological test material” has the meaning ascribed to the term “test material” in the *Ethical Principles of Psychologists and Code of Conduct* adopted by reference pursuant to subsection 1 of NAC 641.250.

Sec. 12. NAC 641.1505 is hereby repealed.

Sec. 13. 1. This section and sections 1 and 12 of this regulation become effective on the date on which this regulation is filed with the Secretary of State.

2. Sections 2 to 11, inclusive, of this regulation become effective on the later of:

(a) January 1, 2026; or

(b) The date on which this regulation is filed with the Secretary of State.

TEXT OF REPEALED SECTION

641.1505 Registration; notification of certain changes; exemption from requirements.
(NRS 641.100, 641.113)

1. Except as otherwise provided in subsection 3, a firm, partnership or corporation that engages in or offers to engage in the practice of psychology must register with the Board and pay the fee for registration before it commences to engage in or offer to engage in the practice of psychology.

2. A firm, partnership or corporation shall notify the Board of any change in ownership or of the addition or departure of any psychologist associated with the firm, partnership or corporation within 30 days after the change. The firm, partnership or corporation must complete a new registration for any change in ownership.

3. The following entities are exempt from the requirements of this section:

(a) A federal, state or local governmental agency or institution.

(b) A firm or corporation that bears the name of a psychologist who is the only person practicing under the name of the firm or corporation.

(c) A firm, partnership or corporation that is formed for the sole purpose of sharing administrative expenses, including, without limitation, rent, services for billing patients and clerical support, if:

(1) The place of business of the firm, partnership or corporation is not identified by the name of the firm, partnership or corporation;

(2) Records of patients, correspondence concerning patients and materials for billing patients do not display the name of the firm, partnership or corporation;

(3) The name of the firm, partnership or corporation is not used in any advertising by the firm, partnership or corporation;

(4) The firm, partnership or corporation does not hold a business license issued by a county, city or town to engage in the practice of psychology; and

(5) Professional liability insurance is not held in the name of the firm, partnership or corporation.

**PUBLIC NOTICE OF A MEETING FOR
STATE OF NEVADA BOARD OF PSYCHOLOGICAL EXAMINERS
MEETING MINUTES**

October 24, 2025

1. Call To Order/Roll Call to Determine the Presence of a Quorum.

The meeting of the Nevada State Board of Psychological Examiners was called to order by President Lorraine Benuto, PhD, at 8:08 a.m. on October 24, 2025, online via "Zoom" and physically at the office of the Board of Psychological Examiners, 3080 S. Durango Drive, Suite 102, Las Vegas, Nevada 89117.

Roll Call: Board President, Lorraine Benuto, PhD, members, Soseh Esmaeili, PsyD, Monique Abarca, LCSW, Stephanie Holland, PsyD, Robert Moering, PsyD and Catherine Pearson, PsyD were present at roll call. Stephanie Woodard, PsyD was absent. There was a quorum of the Board members.

Also present were Deputy Attorney General (DAG) Harry Ward; Board Consultant Gary Lenkeit; Executive Director Laura Arnold, Administrative Director Sarah Restori; members of the public: Jodi Thomas, Lauren Wecker, Kacie Jones, Brian Lech, Tatsiana Razzhavaikina, Ian Haynes, Donald Hoier, Kelly Robertson, Sabrina Schnur, Lindsey Bondiek, David Hines, Tara Raines, and Becky Savio.

2. Public Comment. Note: Public comment is welcomed by the Board and may be limited to three minutes per person at the discretion of the Board President. Public comment will be allowed at the beginning and end of the meeting, as noted on the agenda. The Board President may allow additional time to be given a speaker as time allows and in their sole discretion. Comments will not be restricted based on viewpoint. No action may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020).

President Benuto wanted to remind any members of the public who may be here to comment on a pending complaint that our Deputy Attorney General has requested that no public comment be made on pending complaints.

There was no public comment.

3. (For Possible Action) Public Hearing to Solicit Comments on a Regulation (Legislative Counsel Bureau File Number R001-25) Proposed for Adoption; Possible Action to Make Revisions to and/or Forward the Proposed Regulation(s) to the Legislative Counsel Bureau in Accordance with NRS Chapter 233B.

President Benuto shared that during the December 6, 2024, and January 10, 2025, Regulation Workshops on proposed revisions to the Board's continuing education regulation, the Board made a determination as to the language regarding continuing professional development it would forward to the LCB for a regulation draft. That proposed language was forwarded to the Legislative Counsel Bureau for an LCB file number and a regulation draft, which the LCB provided on July 28, 2025, as R001-25.

There was a question from the Board if all professional development continuing education credits should count as live credits (section 1(d)). Dr. Benuto did not believe all 15 professional development credits should automatically count as the 15 required live credits. It was unclear if any of the 15 professional development CEs must be live.

Dr. Razzhavaikina had a question about section 3(b)(3) only allowing courses accredited by the APA and not other accrediting bodies. She also asked about section 4 as it states the course must be submitted to the Board for approval unless the Board has previously approved the course.

This agenda item was tabled for a future Board meeting to be able to answer the questions and provide clarifications regarding the language of the LCB draft.

4. Minutes. (For Possible Action) Discussion and Possible Action to Approve the Minutes of the State of Nevada Board of Psychological Examiners' August 22, 2025, Meeting.

On motion by Stephanie Holland, second by Robert Moering, the Nevada Board of Psychological Examiners approved the meeting minutes of the Regular Meeting of the Board held on August 22, 2025. Catherine Pearson approved the minutes as to form, but not content. (Yea: Lorraine Benuto, Stephanie Holland, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

5. Financials

- (For Possible Action) Discussion and Possible Action to Approve the Final Treasurer's Report for Fiscal Year 2025 (July 1, 2024 - June 30, 2025).

The Executive Director presented the Board financials. She shared as of September 30, 2025, Board had just under a combined total of \$435,000 in checking and savings. The Board is currently at 29% of its budgeted expenses, and about 54% of its budgeted income, most of which is from the deferred income allocated to this second 2025-26 biennium quarter (and the first half of FY26).

The Board's bookkeeper, Michelle Fox, has verified and validated the information being provided in this Treasurer's report for both August and September.

On motion by Catherine Pearson, second by Stephanie Holland, the Nevada Board of Psychological Examiners approved the Treasurer's Report for Fiscal Year 2025. (Yea: Lorraine Benuto, Stephanie Holland, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

6. Legislative/Regulation Update

No updates provided.

7. Report from the Nevada Psychological Association.

There were no updates from NPA.

8. Board Office Operations.

A. Report From the Board Office on Operations.

The Executive Director stated that in August and September, the Board licensed 12 psychologists, registered 6 psychological assistants and 12 psychological trainees, received 16 licensure applications, and administered 20 state exams. As of October 17, the Board has 732 licensees and has 146 licensure applicants. For those the Board registers – the psychological assistants, psychological interns, and psychological trainees – there are a total of 30 applicants and 77 who are registered.

B. Board Officer Voting.

- i. (For Possible Action) Discussion and Possible Action to Select Officers for the State of Nevada Board of Psychological Examiners for a One-Year Term from July 1, 2025, through June 30, 2026, from the Current Board Membership:

Monique Abarca
Lorraine Benuto
Soseh Esmaeili
Stephanie Holland

Robert Moering
Catherine Pearson
Stephanie Woodard

Officers to be selected may include:

- Board President
- Secretary/Treasurer
- Continuing Education Review Officer
- Non-Resident Consultant Application Review Officer
- Exam Officer

On motion by Stephanie Holland, second by Robert Moering, the Nevada Board of Psychological Examiners approved Lorraine Benuto as Board President July 1, 2025 – June 20, 2026. Lorraine Benuto abstained from the vote. (Yea: Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

On motion by Stephanie Holland, second by Robert Moering, the Nevada Board of Psychological Examiners approved Stephanie Woodard as Secretary/Treasurer for July 1, 2025 – June 20, 2026. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 6-0.

On motion by Stephanie Holland, second by Robert Moering, the Nevada Board of Psychological Examiners approved Monique Abarca as Continuing Education Officer for July 1, 2025 – June 20, 2026. Monique Abarca abstained from the vote. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

On motion by Monique Abarca, second by Catherine Pearson, the Nevada Board of Psychological Examiners approved Soseh Esmaeili as the Non-Resident Consultant Officer for July 1, 2025 – June 20, 2026. Soseh Esmaeili abstained from the vote. (Yea: Lorraine Benuto, Stephanie Holland, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

On motion by Catherine Pearson, second by Monique Abarca, the Nevada Board of Psychological Examiners approved Stephanie Holland as the Exam Officer for July 1, 2025 – June 20, 2026. Stephanie Holland abstained from the vote. (Yea: Lorraine Benuto, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

- ii. For Possible Action) Discussion and Possible Action to Select the Membership of the Application Tracking Equivalency and Mobility (ATEAM) Committee for a One year Term from July 1, 2025, through June 30, 2026, from the Current Board Membership:

Monique Abarca
Lorraine Benuto
Soseh Esmaeili
Stephanie Holland

Robert Moering
Catherine Pearson
Stephanie Woodard

Current Members of the ATEAM Committee are Soseh Esmaeili, Stephanie Holland, and Catherine Pearson.

On motion by Catherine Pearson, second by Monique Abarca, the Nevada Board of Psychological Examiners approved Stephanie Holland, Soseh Esmaeili, and Robert Moering as the ATEAM committee members for July 1, 2025 – June 30, 2026. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 6-0.

9. (For Possible Action) Discussion and Possible Action on Pending Consumer Complaints:

A. Complaint #19-0626

DAG Ward shared that the hearing for both cases is scheduled for November 12-14, 2025. All pretrial motions have been submitted and decided.

B. Complaint #23-0918

DAG Ward shared that the complaint alleged various claims of improper conduct. Respondent is represented by counsel, with whom a resolution has been discussed. A proposed disciplinary consent decree is being finalized with counsel for the respondent and, once finalized and signed, will come before the Board for approval.

C. Complaint #24-0103

DAG Ward shared that the hearing for both cases is scheduled for November 12-14, 2025. All pretrial motions have been submitted and decided.

D. Complaint #24-0312(1)

DAG Ward shared that a cease and desist letter regarding certain language on the respondent's websites was sent and to which a response was received. The Cease and desist letter and response were also forwarded to the NY and CA Boards. A follow up cease and desist has been prepared and will be sent to respondent requesting the removal of additional language from all online presences.

E. Complaint #24-0607

DAG Ward shared that this complaint resulted from a licensee's self-report of 2 misdemeanor convictions and for which subsequent efforts were made to pursue disciplinary action due to the concern about the nature of the incidents underlying those convictions. The Board has since been advised by Senior Deputy Attorney General Todd M. Weiss, who is the Board's legal counsel for this case, that the Board does not have the statutory or regulatory authority to initiate formal discipline for those incidents because the incidents underlying the misdemeanor convictions did not occur during or within the scope of the respondent's professional practice. As a result, it is recommended that this case be closed at this time. He shared that as a result of this complaint and the inability of the Board to pursue disciplinary action against a licensee who is convicted of crimes not related to the practice of psychology, the Board will be considering regulation revisions to align with the statutory and regulatory provisions of other licensing boards that do provide for disciplinary action for criminal conduct that is beyond that which is related only to professional practice. It is requested that the Board close this case at this time.

On motion by Robert Moering, second by Soseh Esmaeili, the Nevada Board of Psychological Examiners approved closing Complaint #24-0607. (Yea: Lorraine Benuto, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

- F. Complaints #24-0711
- #24-0719
- #24-0726
- #24-0823

DAG Ward shared that these are four complaints against same psychologist. The respondent, though counsel, has responded to the complaints, and all complaints have been forwarded to appropriate federal agencies. Witness interviews have taken place, The AG's office has received information from a federal agency that is involved, and continues to work with certain federal agencies to obtain additional information. The complaints team continues to review and consider these complaints.

- G. Complaint #24-0730

DAG Ward shared that this is a complaint for unlicensed practice, in response to which the DAG sent and served several Cease and Desist letters. The respondent has not responded to any of them. As a result, the respondent's non-response to repeated cease and desist letters has been forwarded in a formal complaint to the MFT Board, which licenses respondent. Further civil action is being considered.

- H. Complaint #24-0903

DAG Ward shared that this is a complaint regarding an individual advertising unlicensed activity. A Cease and Desist letter was served on the respondent and answered. The Board Investigator continued to monitor respondent's social media and had it interpreted into English. A follow up cease and desist was served based on the information in the English translation, and respondent has responded. Further review and interpretation into English of the respondent's online presence were undertaken and resulted in a follow up cease and desist letter. Based on the Respondent's response, closure is recommended and requested at this time.

On motion by Catherine Pearson, second by Monique Abarca, the Nevada Board of Psychological Examiners approved closing Complaint #24-0903. (Yea: Lorraine Benuto, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

- I. Complaint #25-0110

DAG Ward shared that this is a complaint for unlicensed practice, which was forwarded to the respondent, and to which the respondent answered. Based on the information in the respondent's answer, DAG has prepared draft consent decree to forward to respondent. Service on the respondent is pending.

J. Complaint #25-0331

DAG Ward shared that this is a complaint regarding court ordered evaluation. Complainant was asked to provide the additional documentation required for a complaint regarding a court ordered evaluation before the complaint could be further processed. Complainant provided some, but not all, of what was required to process the complaint. Dismissal is required and requested due to non-compliance with Board policy regarding court-ordered evaluations.

On motion by Robert Moering, second by Catherine Pearson, the Nevada Board of Psychological Examiners approved dismissing Complaint #25-0331. (Yea: Lorraine Benuto, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

K. Complaint #25-0410

DAG Ward shared that this is a complaint for ethical violations. The complaint was forwarded to the respondent for response, which has been received. The investigator has conducted a witness interview, and the complainant provided additional information, which was forwarded to the respondent for response. Based upon the results of the investigation, a formal complaint and notice of hearing has been drafted and is pending review and service on counsel for the respondent.

L. Complaint #25-0414

DAG Ward shared that this is an anonymous complaint regarding unethical conduct. A request to was made to the complainant for evidence or corroborating information regarding the basis for the complaint, to which a response was received. The complaint was forwarded to the respondent for a response. Respondent has retained counsel and a response is to be forthcoming.

M. Complaint #25-0715

DAG Ward shared that this is a complaint alleging negligence, which was forwarded to the respondent for response; respondent has submitted an answer to the complaint and relevant records, which were forwarded to the investigator for review and consideration. The Investigator has made a recommendation for a stipulated consent agreement, which has been drafted and is pending review and service on counsel for the respondent.

N. Complaint #25-0721

DAG Ward shared that this is a complaint by a social worker against a psychologist for inappropriate and unethical conduct with complainant's client (who was previously respondent's client). The complainant provided authorization to forward complaint to the respondent for response, which has been received. The investigator has made recommendations for a stipulated consent agreement, which has been drafted and is pending review and service on counsel for respondent.

O. Complaint #25-0728

DAG Ward shared that this was a complaint forwarded from the MFT Board. The investigator requested that the complainant complete and submit the Board's complaint forms in order to further review and consider the complaint. To date, the complainant has not provided the complaint on the Board's forms, and has not responded to follow up communications regarding the same. At this time, it is requested that the Board close this complaint. It can be reopened at another time if the complainant submits the appropriate complaint forms.

On motion by Monique Abarca, second by Catherine Pearson, the Nevada Board of Psychological Examiners approved closing Complaint #25-0728.

(Yea: Lorraine Benuto, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

P. Complaint #25-0812(1)

DAG Ward shared that an email complaint alleging unlicensed conduct was received and forwarded to an investigator for review. The investigator requested that the complainant complete the Board's complaint forms for further consideration. Despite repeated follow up communications to the complainant with the investigator's request, the complainant has not provided the complaint on the Board's forms. At this time, it is requested that the Board close this complaint. It can be reopened at another time if the complainant submits the appropriate complaint forms.

On motion by Robert Moering, second by Soseh Esmaeili, the Nevada Board of Psychological Examiners approved closing Complaint #25-0812(1).

(Yea: Lorraine Benuto, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

Q. Complaint #25-0812(2)

DAG Ward shared that this complaint alleges negligence related to an assessment. It was forwarded to the respondents, who provided a response. The Investigator has made recommendations for a stipulated consent decree, which has been drafted and is pending service on the respondents.

R. Complaint #25-0818(1)

DAG Ward shared that this is a complaint that concerns charges for services not provided. A response to the complaint has been received, and based on the respondent's response follow up inquiries, the investigator is requesting additional information, which may have to be obtained via a subpoena. A draft subpoena for that information is pending.

S. Complaint #25-0818(2)

DAG Ward shared that the complaint received in this case concerned a court ordered evaluation. The complainant was asked to provide the additional documentation required for a complaint regarding a court ordered evaluation before the complaint

could be further processed. Complainant is unable to provide that information. Dismissal is required and requested due to non-compliance with Board policy regarding court-ordered evaluations.

On motion by Monique Abarca, second by Catherine Pearson, the Nevada Board of Psychological Examiners approved dismissing Complaint #25-0818(2). (Yea: Lorraine Benuto, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

T. Complaint #25-0909

DAG Ward shared that this complaint concerned the misrepresentation of credentials. The investigator requested evidence to support the allegations in the complaint, which the complainant says they do not have at this time. It is requested that the Board close this complaint. It can be reopened at another time if the complainant is able to provide evidence to support the allegations.

On motion by Robert Moering, second by Catherine Pearson, the Nevada Board of Psychological Examiners approved closing Complaint #25-0909. (Yea: Lorraine Benuto, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

U. Complaint #25-0925(1)

DAG Ward shared that this complaint alleges unethical conduct that occurred 16 years ago. After review of the complaint and consultation with Board counsel, it was determined that too much time has elapsed from when the alleged conduct occurred to be able to proceed further. As a result, dismissal of this case is requested.

On motion by Soseh Esmaeili, second by Monique Abarca, the Nevada Board of Psychological Examiners approved dismissing Complaint #25-0925(1). (Yea: Lorraine Benuto, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

V. Complaint #25-0925(2)

DAG Ward shared that this is a complaint regarding improper billing. The complaint has been forwarded to the respondent for a response, which is due at the end of October.

W. Complaint #25-1001

DAG Ward shared that this is a complaint regarding improper conduct that occurred in 2017. Because the statute of limitations in NRS 641.250 went into effect prior to the receipt of the complaint, the complainant was advised that the statute of limitations precluded further consideration of the complaint. Dismissal of this case based on the 3 year statute of limitations is requested.

On motion by Monique Abarca, second by Robert Moering, the Nevada Board of Psychological Examiners approved dismissing Complaint #25-1001. (Yea:

Lorraine Benuto, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

10. (For Possible Action) Review and Possible Action on Applications for Licensure as a Psychologist or Registration as a Psychological Assistant, Intern, or Trainee. The Board May Convene in Closed Session to Receive Information Regarding Applicants, Which May Involve Considering the Character, Alleged Misconduct, Professional Competence or Physical or Mental Health of the Applicant (NRS 241.030). All Deliberation and Action Will Occur in an Open Session.

The following applicants are recommended for approval of licensure contingent upon completion of licensure requirements: **Thalia Sullivan Nicholson, David Bridgett, Shengtian Wu, Marilyn Harris, Amy Prescott, Missi Nadeau, Michelle Strong, Mili Parikh, Danine Dean, Andrew Cecil, Laura Sheridan, Ross Flowers, Jennifer Harrison, Sara Arad, and Rachel Ballard.**

On motion by Monique Abarca, second by Robert Moering the Nevada State Board of Psychological Examiners approved the following applicants for licensure contingent upon completion of licensure requirements: Thalia Sullivan Nicholson, David Bridgett, Shengtian Wu, Marilyn Harris, Amy Prescott, Missi Nadeau, Michelle Strong, Mili Parikh, Danine Dean, Andrew Cecil, Laura Sheridan, Ross Flowers, Jennifer Harrison, Sara Arad, and Rachel Ballard. (Yea: Lorraine Benuto, Stephanie Holland, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

- A. (For Possible Action) Discussion and Possible Action on Candis Mitchell's EPPP efforts Update.

Tabled for a future Board meeting – Dr. Mitchell did not show to provide her update.

The Board notes that Dr. Mitchell still has not taken the EPPP, for which she had requested the extension. The Board requested that Dr. Mitchell attend the December meeting to provide her updates.

- B. (For Possible Action) Discussion and Possible Action on Dr. Eric Prince's request to extend his registration as a Psychological Assistant for a fourth year and to retake the EPPP a fourth time.

President Benuto shared that Dr. Eric Prince has submitted his application to retake the EPPP a fourth time and to extend his Psychological Assistant registration for a fourth year so that he can retake the EPPP. Dr. Prince's EPPP retake application and letter in

support of his Psychological Assistant registration extension was been provided to the Board.

On motion by Stephanie Holland, second by Robert Moering, the Nevada Board of Psychological Examiners approved Dr. Eric Prince retaking the EPPP a fourth time. (Yea: Lorraine Benuto, Stephanie Holland, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

On motion by Robert Moering, second by Monique Abarca, the Nevada Board of Psychological Examiners approved extending Dr. Eric Prince's Psychological Assistant registration for a fourth year. (Yea: Lorraine Benuto, Stephanie Holland, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

- C. (For Possible Action) Discussion and Possible Action to Approve Dr. Akiko Hinds' request to extend her registration as a Psychological Assistant for a fourth year.

President Benuto shared that Dr. Akiko Hinds has submitted her request to extend her Psychological Assistant registration for a fourth year so that she can retake the EPPP. Dr. Hinds's explanation in support of her request was provided to the Board.

On motion by Stephanie Holland, second by Robert Moering, the Nevada Board of Psychological Examiners approved extending Dr. Akiko Hinds Psychological Assistant registration for a fourth year. (Yea: Lorraine Benuto, Stephanie Holland, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

11. (For Possible Action) Discussion and Possible Action to Appoint the Members of and Identify the Scope of Work for the 2025 SB165 Behavioral Health and Wellness Practitioner Advisory Group.

President Benuto stated that, during its 2025 session, the Nevada legislature passed SB165, which creates a new licensure designation that is to be housed in and regulated by the Board of Psychological Examiners. That new licensure designation is the Behavioral Health and Wellness Practitioners. Dr. Benuto explained that, at its last meeting, the Board approved establishing an SB165 Behavioral Health and Wellness Practitioner Advisory Group of 4 members to take on the work that has been proposed and discussed. Those four members are: One Regulatory expert, One National expert, One Board representative and One Educational representative.

Dr. Michelle Paul and Dr. Tara Raines, who were at the forefront of this legislation, advised the Board that they would like to take on the regulatory expert and national expert roles, respectively, and Dr. Whitney Owens volunteered to take on the Board representative role. Dr. Raines had nominated Dr. Eugenia Weiss from UNR to take on

the educational representative role, and Dr. Weiss's information was provided to the Board for consideration.

On motion by Robert Moering, second by Monique Abarca, the Nevada Board of Psychological Examiners approved Dr. Michelle Paul, Dr. Tara Raines, Dr. Whitney Owens, and Dr. Weiss as the initial members of the SB165 Behavioral Health and Wellness Practitioner Advisory Group. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 6-0.

President Benuto went on to explain that the Board needs to identify and determine the scope of work for the Advisory Group, and noted that Dr. Paul had provided some recommendations for that, which were included in the meeting materials.

Dr. Lenkeit shared that SB165 gives the Board the ability to obtain grants and funds to assist with the project. He believes the Ballmer institute has provided funds in the past and it should be one of the tasks of the group. Dr. Raines stated she would work to find funds for this effort as a part of the scope of work.

On motion by Stephanie Holland, second by Monique Abarca, the Nevada Board of Psychological Examiners approved the scope of work that has been recommended for the SB165 Behavioral Health and Wellness Practitioner Advisory Group. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 6-0.

12. (For Possible Action) Discussion and Possible Action to Approve the Draft Audit Report for FY2025.

David Hines presented the audit report update for Fiscal Year 2025. He stated that they are still working on the draft report, so they do not have one to present at this time. He also stated that they have received all documents needed for the audit and there are currently "no findings." Documents for the audit are still being evaluated, but they do not anticipate any findings.

13. (For Possible Action) Discussion and Possible Action to Approve Moving Forward with Regulatory Language that Provides for Criminal and Other Conduct as a Basis for Disciplinary Action and the Duty of Licensees to Report Such Conduct.

The Executive Director reported on a disciplinary matter involving whether criminal conduct unrelated to professional practice can serve as grounds for discipline. Board counsel advised that, under NRS 641.230, the Board may discipline only for felony convictions related to the practice of psychology or for crimes demonstrating an inability to practice, unlike other boards that allow broader bases such as moral turpitude. The

Executive Director provided comparative information to the Board, including a survey of other boards' statutes and regulations, to assist the Board in determining whether it wishes to expand its disciplinary authority.

The Executive Director stated that the goal is to gauge Board consensus on pursuing such changes. If the Board is interested, staff will work with Board counsel and the Complaints team to draft proposed regulatory language for consideration at a future meeting.

Dr. Lenkeit stated he would be in support of adding this to the Board's regulations such as any violation of state, local, or criminal law such as misdemeanors as the cause of action for a complaint that happens outside of the practice of psychology.

President Benuto shared concerns about having to come before the Board for actions they did outside the practice of psychology. Board members shared concern about unfair criminal convictions within the justice system and had suggested it be limited to just substance abuse.

Public member Donald Hoier shared support of the regulation change, and public member Dr. Jodi Thomas shared concern about there being checks and balances for unfair convictions.

The discussion was tabled for a future Board meeting.

14. (For Possible Action) Discussion and Possible Action to Approve Revisions to the Psychological Assistant and Psychological Intern Policies to Align with 2025 SB251 and to reflect current practices.

The Executive Director reported that, following the passage of SB251, Psychological Assistants and Psychological Interns will transition from registration to provisional licensure as of January 1. Accordingly, the Executive Director updated the PA and PI policies to reflect the new provisional licensure process. Additional minor clarifications were made, and the supervision handbook was added as an addendum.

On motion by Robert Moering, second by Catherine Pearson, the Nevada Board of Psychological Examiners approved revisions to the Psychological Assistant and Psychological Intern Policies to align with SB251. (Yea: Lorraine Benuto, Stephanie Holland, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

15. (For Possible Action) Discussion and Possible Action to Approve the Proposed Changes to the Board Office Structure.

The Executive Director reported a proposed restructuring of the Board office to meet new legislative mandates from the 2025 session, including the requirement that the Board create a new licensure designation without accompanying funding. After discussions with Dr. Lenkeit, the current Executive Director proposed transitioning into a project-focused role while promoting Sarah Restori (current Administrative Director) to Executive Director to manage daily operations and plan for future staffing. The Executive Director noted that this would be a natural shift based on existing duties, with both positions operating in parallel and reporting directly to the Board. The Executive Director expressed full confidence in Ms. Restori's qualifications for the role and stated that that would continue to support Ms. Restori during the transition. The Executive Director also introduced revisions to the Employment Policy to add the flexible project-based role at her current salary initially, but with an intent to gradually reduce hours and salary proportionally over the next one to two years to create budget capacity for additional staff, requesting discretion to make those adjustments based on workload.

Dr. Lenkeit supported this change especially with the added demands on the Board and its office. Dr. Benuto and Dr. Moering shared their support for the structure change.

On motion by Stephanie Holland, second by Monique Abarca, the Nevada Board of Psychological Examiners approved the proposed changes to the Board office structure effective January 1, 2026. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Catherine Pearson.) Motion Carried: 6-0.

16. (For Possible Action) Schedule of Future Board Meetings, Hearings, and Workshops. The Board May Discuss and Decide Future Meeting Dates, Hearing Dates, and Workshop Dates.

The next regular meeting of the Nevada Board of Psychological Examiners is currently scheduled for Friday, December 12, 2025, beginning at 8:00 a.m.

17. Requests for Future Board Meeting Agenda Items (No Discussion Among the Members will Take Place on this Item)

There were no requests for future Board Meeting agenda items.

18. Public Comment - Public comment is welcomed by the Board and may be limited to three minutes per person at the discretion of the Board President. Public comment will be allowed at the beginning and end of the meeting, as noted on the agenda. The Board President may allow additional time to be given a speaker as time allows and in their sole discretion. Comments will not be restricted based on viewpoint. No action may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020).

Members of the public were reminded that they were not permitted to comment on pending complaints before the Board.

There was no public comment.

19. (For Possible Action) Adjournment

There being no further business before the Board, President Dr. Benuto adjourned the meeting at 10:24 a.m.

**PUBLIC NOTICE OF DISCIPLINARY HEARING
STATE OF NEVADA BOARD OF PSYCHOLOGICAL EXAMINERS
HEARING MINUTES**

The Disciplinary Hearing in State of Nevada Board of Psychological Examiners versus Dr. Shera Bradley (PY0564), Case #19-0626 and #24-0103, took place over three days on November 12, 13, and 14, 2025, before Hearing Office Shirley Blazich. On November 21, 2025, Hearing Officer Blazich issued her Decision and Order in Case #19-0626 and her Decision and Order in Case #24-0103, which are attached to these minutes as Exhibit 1 and Exhibit 2, respectively.

The following is a summary of the Disciplinary Hearing Proceedings as they relate to the Hearing Officer's Decisions and Orders in Case #19-0626 and #24-0103.

November 12, 2025 – Day 1 of 3

Agenda Item 1: Call to Order

The Disciplinary Hearing in Complaint #19-0626 and #24-0103, State of Nevada Board of Psychological Examiners versus Dr. Shera Bradley (PY0564) was called to order on November 12, 2025, at 9:02 a.m. by the Board's executive director, Laura M. Arnold, online via "Zoom" and physically at the Nevada State Business Center, *Red Rock Room*, 3300 W. Sahara Ave., Las Vegas, NV 89102.

In attendance for the Disciplinary Hearing were Hearing officer Shirley Blazich; Deputy Attorney General Harry B. Ward, counsel for the Nevada Board of Psychological Examiners; Brent Vogel, counsel for the Respondent, Dr. Shera Bradley; and Dr. Shera Bradley.

Also present was the Board's Administrative Director, Sarah Restori.

Various members of the public attended the hearing via the Disciplinary Hearing's virtual platform and stated their names for the record.

Agenda Item 2: Public Comment. Note: Public comment is welcomed and may be limited to three minutes per person. Public comment will be allowed at the beginning and end of the hearing, as noted on the agenda, and additional time may be

permitted as time allows. Comments will not be restricted based on viewpoint; however, no public comment will be permitted on Items 3 or 4 of this Agenda unless and until a determination has been made on them. No action may be taken on a matter raised under this agenda item until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020).

The executive director reminded those who wished to participate in public comment that they were limited to three minutes per person, and that public comment is reserved for comment only; it would not be used as a platform for questions and answers. If members of the public had a statement that is longer than three minutes, they were asked to submit their statement in writing to the Board office. If members of the public had questions for which they would like answers, they were asked to email the Board office at nbop@govmail.state.nv.us.

The executive director also reminded members of the public that there could be no public comment on pending complaints before the Board, and that included the complaints that were the subject of this disciplinary hearing unless and until a determination has been made on them.

There was no public comment.

Agenda Items 3 and 4:

- **(For Possible Action) Disciplinary Hearing on Complaint #19-0626, State of Nevada Board of Psychological Examiners vs. Shera Bradley (License No. PY0564), and**
- **(For Possible Action) Disciplinary Hearing on Complaint #24-0103, State of Nevada Board of Psychological Examiners vs. Shera Bradley (License No. PY0564).**

Hearing Office Blazich convened the Disciplinary Hearing on Complaint #19-0626 and #24-0103. As a preliminary matter, the witnesses who were present and scheduled to testify were sequestered. Dr. Bradley was also provided with the option of proceeding in either a closed or open session, and opted for the Disciplinary Hearing to be conducted in open session.

The Disciplinary Hearing began with opening statements by Deputy Attorney General Harry B. Ward (DAG Ward) and by attorney Brent Vogel (Mr. Vogel), counsel for Dr. Shera Bradley. The Disciplinary Hearing then proceeded through Day 1 with DAG Ward presenting his case-in-chief through the witnesses offered on behalf of the Board, as follows:

Dr. Sheila Young
Dr. Christine Moninghoff
Dr. Amanda DeVillez

The Hearing Officer heard evidence by way of those witnesses' testimony through DAG Ward's direct examination and cross examination by Mr. Vogel. That evidence included testimony on various exhibits relevant to the witnesses that had been provided to Hearing Officer Blazich and the parties in advance of the Disciplinary Proceedings.

After the conclusion of the testimony of the witnesses who testified on Day 1, the Board's executive director opened public comment.

Agenda Item 5: Public Comment - Public comment is welcomed and may be limited to three minutes per person. Public comment will be allowed at the beginning and end of the hearing, as noted on the agenda, and additional time may be permitted as time allows. Comments will not be restricted based on viewpoint; however, no public comment will be permitted on Items 3 or 4 of this Agenda unless and until a determination has been made on them. No action may be taken on a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020)

The executive director reminded those who wished to participate in public comment that they were limited to three minutes per person, and that public comment is reserved for comment only; it would not be used as a platform for questions and answers. If members of the public had a statement that is longer than three minutes, they were asked to submit their statement in writing to the Board office. If members of the public had questions for which they would like answers, they were asked to email the Board office at nbop@govmail.state.nv.us.

The executive director also reminded members of the public that there could be no public comment on pending complaints before the Board, and that included the complaints that were the subject of this disciplinary hearing unless and until a determination has been made on them.

There was no public comment.

Agenda Item 6: (For Possible Action) Adjournment. The executive director adjourned Day 1 of the Disciplinary Hearing at 4:55 p.m., and stated that the Hearing would resume the following morning at 9:00 a.m.

November 13, 2025 – Day 2 of 3

Agenda Item 1: Call to Order

The Disciplinary Hearing in Complaint #19-0626 and #24-0103, State of Nevada Board of Psychological Examiners versus Dr. Shera Bradley (PY0564) was called to order at on November 13, 2025, at 9:01 a.m. by the Board's executive director, Laura M. Arnold, online via "Zoom" and physically at the Nevada State Business Center, *Red Rock Room*, 3300 W. Sahara Ave., Las Vegas, NV 89102.

In attendance for the Disciplinary Hearing were Hearing officer Shirley Blazich; Deputy Attorney General Harry B. Ward, counsel for the Nevada Board of Psychological Examiners; Brent Vogel, counsel for the Respondent, Dr. Shera Bradley; and Dr. Shera Bradley.

Also present was the Board's Administrative Director, Sarah Restori.

Various members of the public attended the hearing via the Disciplinary Hearing's virtual platform and stated their names for the record.

Agenda Item 2: Public Comment. Note: Public comment is welcomed and may be limited to three minutes per person. Public comment will be allowed at the beginning and end of the hearing, as noted on the agenda, and additional time may be permitted as time allows. Comments will not be restricted based on viewpoint; however, no public comment will be permitted on Items 3 or 4 of this Agenda unless and until a determination has been made on them. No action may be taken on a matter raised under this agenda item until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020).

The executive director reminded those who wished to participate in public comment that they were limited to three minutes per person, and that public comment is reserved for comment only; it would not be used as a platform for questions and answers. If members of the public had a statement that is longer than three minutes, they were asked to submit their statement in writing to the Board office. If members of the public had questions for which they would like answers, they were asked to email the Board office at nbop@govmail.state.nv.us.

The executive director also reminded members of the public that there could be no public comment on pending complaints before the Board, and that included the complaints that were the subject of this disciplinary hearing unless and until a determination has been made on them.

There was no public comment.

Agenda Items 3 and 4:

- **(For Possible Action) Disciplinary Hearing on Complaint #19-0626, State of Nevada Board of Psychological Examiners vs. Shera Bradley (License No. PY0564), and**
- **(For Possible Action) Disciplinary Hearing on Complaint #24-0103, State of Nevada Board of Psychological Examiners vs. Shera Bradley (License No. PY0564).**

Hearing Office Blazich convened the continued Disciplinary Hearing on Complaint #19-0626 and #24-0103. The witnesses who were present and scheduled to testify were sequestered.

The Disciplinary Proceedings continued into Day 2 with the continuation and remainder of DAG Ward's case-in-chief through the remaining witness offered on behalf of the Board, as follows:

Dr. Ben Adams

The Hearing Officer heard evidence by way of that witness's testimony through DAG Ward's direct examination and cross examination by Mr. Vogel. That evidence included testimony on various exhibits relevant to the witnesses that had been provided to Hearing Officer Blazich and the parties in advance of the Disciplinary Proceedings.

At the conclusion of DAG Ward's case-in-chief, the Disciplinary Proceedings continued with Mr. Vogel presenting his case-in-chief through witnesses offered on behalf of Dr. Bradley, as follows:

Joanne Malay

Dr. Paul Harvey

Dr. Sarah Damas

Dr. Scott Fiddler

Donald Hoier (direct examination)

The Hearing Officer heard evidence by way of the testimony from Ms. Malay, Dr. Harvey, Dr. Damas, and Dr. Fiddler through Mr. Vogel's direct examination and cross examination by DAG Ward. Donald Hoier's testimony through direct examination was paused and continued until the following day.

After the conclusion of the completed testimony of the first four witnesses who testified on Day 2 and the paused direct examination of Donald Hoier, the Board's executive director opened public comment.

Agenda Item 5: Public Comment - Public comment is welcomed and may be limited to three minutes per person. Public comment will be allowed at the beginning and end of the hearing, as noted on the agenda, and additional time may be permitted as time allows. Comments will not be restricted based on viewpoint; however, no public comment will be permitted on Items 3 or 4 of this Agenda unless and until a determination has been made on them. No action may be taken on a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020)

The executive director reminded those who wished to participate in public comment that they were limited to three minutes per person, and that public comment is reserved for comment only; it would not be used as a platform for questions and answers. If members of the public had a statement that is longer than three minutes, they were asked to submit their statement in writing to the Board office. If members of the public had questions for which they would like answers, they were asked to email the Board office at nbop@govmail.state.nv.us.

The executive director also reminded members of the public that there could be no public comment on pending complaints before the Board, and that included the complaints that were the subject of this disciplinary hearing unless and until a determination has been made on them.

There was no public comment.

Agenda Item 6: (For Possible Action) Adjournment. The executive director adjourned Day 2 of the Disciplinary Hearing at 4:39 p.m., and stated that the Hearing would resume the following morning at 9:00 a.m.

November 14, 2025 – Day 3 of 3

Agenda Item 1: Call to Order

The Disciplinary Hearing in Complaint #19-0626 and #24-0103, State of Nevada Board of Psychological Examiners versus Dr. Shera Bradley (PY0564) was called to order on November 14, 2025, at 9:02 a.m. by the Board's executive director, Laura M. Arnold, online via "Zoom" and physically at the Nevada State Business Center, *Red Rock Room*, 3300 W. Sahara Ave., Las Vegas, NV 89102.

In attendance for the Disciplinary Hearing were Hearing officer Shirley Blazich; Deputy Attorney General Harry B. Ward, counsel for the Nevada Board of Psychological Examiners; Brent Vogel, counsel for the Respondent, Dr. Shera Bradley; and Dr. Shera Bradley.

Also present was the Board's Administrative Director, Sarah Restori.

Various members of the public attended the hearing via the Disciplinary Hearing's virtual platform and stated their names for the record.

Agenda Item 2: Public Comment. Note: Public comment is welcomed and may be limited to three minutes per person. Public comment will be allowed at the beginning and end of the hearing, as noted on the agenda, and additional time may be permitted as time allows. Comments will not be restricted based on viewpoint; however, no public comment will be permitted on Items 3 or 4 of this Agenda unless and until a determination has been made on them. No action may be taken on a matter raised under this agenda item until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020).

The executive director reminded those who wished to participate in public comment that they were limited to three minutes per person, and that public comment is reserved for comment only; it would not be used as a platform for questions and answers. If members of the public had a statement that is longer than three minutes, they were asked to submit their statement in writing to the Board office. If members of the public had questions for which they would like answers, they were asked to email the Board office at nbop@govmail.state.nv.us.

The executive director also reminded members of the public that there could be no public comment on pending complaints before the Board, and that included the complaints that were the subject of this disciplinary hearing unless and until a determination has been made on them.

There was no public comment.

Agenda Items 3 and 4:

- **(For Possible Action) Disciplinary Hearing on Complaint #19-0626, State of Nevada Board of Psychological Examiners vs. Shera Bradley (License No. PY0564), and**
- **(For Possible Action) Disciplinary Hearing on Complaint #24-0103, State of Nevada Board of Psychological Examiners vs. Shera Bradley (License No. PY0564).**

Hearing Office Blazich convened the continued Disciplinary Hearing on Complaint #19-0626 and #24-0103. Any witnesses who were present and scheduled to testify were sequestered.

The Disciplinary Proceedings continued with Mr. Vogel continuing the presentation of his case-in-chief through witnesses offered on behalf of Dr. Bradley, as follows:

Jackie Arellano
Dr. Cecilia Shermack-Warner
Dr. Laurel Stinar
Dr. Vincent Brouwers
Cookie Gamiao
Dr. Aaron Bomer
Donald Hoier (continued direct testimony and cross examination)
Dr. Shera Bradley

The Hearing Officer heard evidence by way of the testimony from those witnesses through Mr. Vogel's direct examination and cross examination by DAG Ward.

After the conclusion of the testimony of the witnesses who testified on Day 3 and Mr. Vogel's case-in-chief, DAG Ward and Mr. Vogel agreed to waive closing argument in the interest of time and based upon Hearing Officer Blazich, who presided over the Proceedings, being the finder of fact in this matter. At the conclusion of the Disciplinary Proceedings, Hearing Officer Blazich stated that she would provide her written decision within 7 days.

After the Disciplinary Proceedings concluded, the Board's executive director opened public comment.

Agenda Item 5: Public Comment - Public comment is welcomed and may be limited to three minutes per person. Public comment will be allowed at the beginning and end of the hearing, as noted on the agenda, and additional time may be permitted as time allows. Comments will not be restricted based on viewpoint; however, no public comment will be permitted on Items 3 or 4 of this Agenda unless and until a determination has been made on them. No action may be taken on a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020)

The executive director reminded those who wished to participate in public comment that they were limited to three minutes per person, and that public comment is reserved for comment only; it would not be used as a platform for questions and answers. If members of the public had a statement that is longer than three minutes, they were

asked to submit their statement in writing to the Board office. If members of the public had questions for which they would like answers, they were asked to email the Board office at nbop@govmail.state.nv.us.

The executive director also reminded members of the public that there could be no public comment on pending complaints before the Board, and that included the complaints that were the subject of this disciplinary hearing unless and until a determination has been made on them.

There was no public comment.

Agenda Item 6: (For Possible Action) Adjournment. The executive director adjourned the third and final day of the Disciplinary Hearing at 5:01 p.m.

November 21, 2025, Decisions and Orders

On November 21, 2025, Hearing Officer Blazich issued her Decision and Order on Case #19-0626 and her Decision and Order on Case #24-0103, which are attached to these Disciplinary Hearing minutes as Exhibit 1 and Exhibit 2, respectively.

EXHIBIT 1

BEFORE THE STATE OF NEVADA
BOARD OF PSYCHOLOGICAL EXAMINERS

**STATE OF NEVADA, BOARD OF
PSYCHOLOGICAL EXAMINERS**

Case Number: 19-0626

Petitioner,
vs.

Decision and Order in Case #19-0626

SHERA BRADLEY

Respondent

Decision and Order in Case #19-0626

An administrative hearing on Petitioner, the State of Nevada Board of Psychological Examiners' ("NVBOPE" and/or "Petitioner") Complaint in Case #19-0626 was held in a hybrid (in-person and remote) format on November 12-14, 2025, from 9:00am to 5:00pm PST each day, before Hearing Officer Shirley Blazich, Esq. Deputy Attorney General Harry Ward, Esq., attended remotely via videoconferencing on behalf of the Petitioner. Brent Vogel, Esq., of the law firm Lewis Brisbois Brisgaard & Smith, attended in person on behalf of the Respondent, Dr. Shera Bradley ("Dr. Bradley" and/or "Respondent"). Also in attendance were the Respondent, Dr. Shera Bradley (in-person), and the Executive Director of the NVBOPE, Ms. Laura Arnold (remote). The hearing took place at the Nevada State Business Center, Red Rock Room, located at 3300 West Sahara Ave., Las Vegas, Nevada, 89102.

RELEVANT PROCEDURAL BACKGROUND

This case arises out of allegations made to the NVBOPE by Ben Adams, Ph.D. ("Dr. Adams"), against Dr. Bradley. In June of 2019, Dr. Adams filed a complaint with the NVBOPE alleging inappropriate conduct and bullying by Dr. Bradley. Dr. Bradley has denied these allegations. Thereafter, the NVBOPE opened case 19-0626, regarding Dr. Adams' complaint. Sheila

1 Young, Ph.D. (“Dr. Young”), was assigned to investigate the claims. Dr. Young initiated an
2 investigation by reviewing the allegations made by Dr. Adams and additionally interviewing three
3 (3) witnesses. Dr. Young concluded that Dr. Bradley violated regulations and the APA Ethical
4 Principles of Psychologists and Code of Conduct, adopted by the NVBOPE. Thereafter, a formal
5 Complaint and Notice of Hearing was filed followed by an Amended Complaint and Notice of
6 Hearing.

7 Petitioner’s Amended Complaint, filed on November 27, 2024, alleged four separate causes
8 of action against Respondent as follows: (1) and (2) Failing to Comply with Statutes and
9 Regulations; and (3) and (4) Violation of the Ethical Principles of Psychologists and Code of
10 Conduct.

11 On July 15, 2025, this Hearing Officer issued an Order Granting In Part, and Denying In
12 Part, Respondent’s Motion for Summary Judgment in the above-captioned matter. This Hearing
13 Officer ruled to deny Respondent’s Motion for Summary Judgment as to Petitioner’s First, Second
14 and Fourth Claims for Relief; and ruled to grant summary judgment as to Petitioner’s Third Claim
15 for Relief – relief related to alleged violations of APA Ethics Code 3.03 – Other Harassment. The
16 remaining allegations in Petitioner’s First, Second and Fourth Claims for Relief remained for final
17 determination at the administrative hearing in this matter.

18 Respondent was, at the relevant times mentioned in the Amended Complaint, licensed as a
19 psychologist with the NVBOPE, and currently holds license number PY0564. Therefore,
20 Respondent is subject to the jurisdiction of the NVBOPE and the provisions of NRS Chapter 641,
21 NAC Chapter 641, and the provisions set forth in the most recent edition of the Ethical Principles of
22 Psychologists and Code of Conduct adopted by the American Psychological Association and
23 adopted by reference and incorporated pursuant to NAC 641.250.

24 RELEVANT FACTUAL ALLEGATIONS

25 It is alleged that Dr. Adams began employment at Southern Nevada Adult Mental Health
26 Services (“SNAMHS”) in February 2019. It is alleged that Respondent was the supervisor of Dr.
27 Adams. It is alleged that during Dr. Adams’ employment with SNAMHS that Respondent
28 knowingly engaged in behavior that was harassing and demeaning towards Dr. Adams and that
Respondent failed to take reasonable steps to avoid harm to Dr. Adams.

29 May 15-16, 2019 Events

It is alleged that on or about May 16, 2019, Respondent called Dr. Adams into her office to
discuss an incident that occurred at SNAMHS the day before, on May 15, 2019. It is alleged that on

1 May 16, 2019, Respondent spoke to Dr. Adams in a harassing, demeaning, and condescending
2 manner causing harm to Dr. Adams.

3 May 22, 2019 Events

4 On May 22, 2019, it is alleged that Respondent called a meeting with Dr. Adams and Joanne
5 Malay, the SNAMHS Hospital Administrator, informing Dr. Adams that Respondent was
6 considering disciplinary actions against Dr. Adams for his actions on May 15, 2019. It is alleged that
7 Respondent spoke to Dr. Adams in a harassing, demeaning, and condescending manner at this
8 meeting. It is alleged that the disciplinary actions taken against Dr. Adams were retaliatory and
caused additional harm to Dr. Adams.

9 June 3, 2019 Events

10 On June 3, 2019, Dr. Adams alleged that the new committee he organized, the Safety Action
11 Committee, would not be allowed to continue pursuant to a directive from Respondent to Ms.
12 Cookie Gamiao, and that the Safety Action Committee was shut down as a retaliatory act directed at
Dr. Adams and causing additional harm to Dr. Adams.

13 June 6, 2019 Events

14 On June 6, 2019, it is alleged that Dr. Adams met with Christine Moebius and Jackie
15 Arellano with Human Resources at SNAMHS. At the June 6, 2019, meeting Dr. Adams was
16 presented with a Written Warning from Respondent dated June 3, 2019, regarding the May 15, 2019,
17 incident. It is alleged that the Written Warning was retaliatory and caused additional harm to Dr.
Adams.

18 July 2, 2019 Events

19 It is alleged that on or about July 2, 2019, Dr. Adams had a discussion with Respondent
20 about his employment. It is alleged that Respondent spoke to Dr. Adams in a harassing, demeaning,
21 and condescending manner at this meeting. It is alleged that Respondent then fired Dr. Adams,
22 causing additional harm to Dr. Adams. It is alleged that Dr. Adams was fired in retaliation for
23 reporting the harassing and bullying by Respondent, causing harm to Dr. Adams.

24 It is alleged that on each of the above referenced dates, Respondent violated the Ethical
25 Principles of Psychologists and Code of Conduct, Section 3.04 when Respondent spoke to Dr.
26 Adams in a harassing and demeaning manner and without taking reasonable steps to avoid harm to
27 Dr. Adams.

BURDEN OF PROOF AND REQUIREMENTS FOR PROOF

Pursuant to NRS Chapter 641, upon proof by a preponderance of the evidence that an applicant or licensee has engaged in activity that is grounds for disciplinary action as described in NRS Chapter 641 and NAC Chapter 641, the NVBOPE may take disciplinary action pursuant to NRS 641.240 including the imposition of a fine of not more than \$5,000.

Pursuant to NRS 641.285, requirements for proof: notwithstanding the provisions of chapter 622A of NRS, in any disciplinary proceeding before the NVBOPE, a panel of its members or a hearing officer: 1. Proof of actual injury need not be established where the complaint charges deceptive or unethical professional conduct, practice of psychology, or practice as a psychological assistant, psychological intern or psychological trainee harmful to the public.

RELEVANT LAW

The authority of the NVBOPE to pursue the claims herein against Respondent is demonstrated by a brief review of the applicable law:

Pursuant to NAC 641.200, Applicability:

1. The provisions of NAC 641.200 to 641.255, inclusive:

(a) Apply to the conduct of **any licensee** or any applicant for licensure pursuant to this chapter and chapter 641 of NRS, including conduct during any period of education, training or employment required for licensure.

(b) Constitute the standards of conduct which a psychologist, licensed behavior analyst or licensed assistant behavior analyst shall follow in the provision of services.

2. A violation of the provisions of NAC 641.200 to 641.255, inclusive, constitutes **unprofessional conduct** and is a ground for **disciplinary action** or the denial of an application for an initial license or the renewal of a license. (emphasis added).

According to NAC 641.215, Disclosure to patient or legal representative; termination of services; care of patients and research subjects. A psychologist:

11. Shall not willfully harass, abuse or intimidate any patient or other person to whom he or she has a professional responsibility.

It is alleged that Respondent violated NAC 641.215(11). It is clear from the plain language of this code section that it is intended to apply to patients *or their* legal representatives, such as a guardian or power of attorney. Nothing in this code section implies that it is intended to apply to co-workers, interns or students. As such, NAC 641.215(11) is inapplicable in the instant matter and

1 does not provide the NVBOPE with authority to initiate disciplinary action against its licensee
2 pertaining to an incident between *co-workers*.

3 According to NAC 641.250: Adoption of codes of conduct by reference; revision.

4 1. The provisions set forth in the most recent edition of the Ethical Principles of
5 Psychologists and Code of Conduct adopted by the American Psychological Association are hereby
6 adopted by reference and incorporated herein.

7 Although NAC 641.215(11) is inapplicable herein, NAC 641.250 does give the NVBOPE
8 authority to initiate disciplinary actions against its licensee pertaining to alleged violations of the
9 Ethical Principles of Psychologists and Code of Conduct adopted by the by the American
10 Psychological Association.

11 Ethical Principles of Psychologists and Code of Conduct

12 3.04 Avoiding Harm (a) Psychologists take reasonable steps to avoid harming their
13 clients/patients, **students, supervisees**, research participants, organizational clients, **and**
14 **others with whom they work, and to minimize harm where it is foreseeable and**
15 **unavoidable.**

16 In addition, NRS 648.150, Grounds for disciplinary action against licensee, provides that the
17 NVBOPE may discipline any licensee for “**any unprofessional conduct or unfitness of the**
18 **licensee.**” Based upon the foregoing, the NVBOPE has the right to initiate disciplinary actions
19 against any licensee for conduct which it believes constitutes “unprofessional conduct” and/or
20 violations of the Ethical Principles of Psychologists and Code of Conduct adopted by the by the
21 American Psychological Association.

22 FINDINGS OF FACT AND CONCLUSIONS OF LAW

23 Notably, at all relevant times herein, Respondent was a licensed psychologist II at SNAMHS,
24 and was the direct supervisor of Dr. Adams, a licensed psychologist I.

25 May 15-16, 2019 Events

26 According to the evidence presented at the time of the administrative hearing, the allegations
27 of bullying by Dr. Adams against Respondent stem from an incident on May 15, 2019 where Dr.
28 Adams left two psychological tests, with answer keys, with an in-patient to be completed overnight.
This occurrence caused Respondent to express concerns about Dr. Adams’ competence during a
team case meeting on May 16, 2019. Dr. Adams testified at the administrative hearing and
confirmed that he had in fact left the two tests with the patient, a fact which he has never disputed,
and testified that Respondent told him to “never do that.” Dr. Adams testified that it was ok to leave

1 tests with patients at other facilities where he worked. Dr. Adams also testified that Respondent
2 asked him something to the effect of “why do you think it was a bad idea” to leave a psychological
3 test with the patient overnight? Dr. Adams testified that he felt that these comments were
4 intimidating, excessive and unnecessary. Petitioner alleges that these comments constitute “harm”
5 and a violation of the Ethical Principles of Psychologists and Code of Conduct 3.04(a). No definitive
6 definition of “harm” was provided at the time of the administrative hearing. According to NRS
7 641.285, proof of actual injury (a.k.a. “harm”) need not be established. However, section 3.04(a) of
8 the Ethical Principles of Psychologists and Code of Conduct appears to require a showing of harm.

9 Regardless, a complete analysis herein must first look at whether or not the alleged conduct
10 at issue is objectively inappropriate, before making a determination of whether harm occurred. In
11 determining whether the conduct at issue is objectively inappropriate, the analysis must necessarily
12 look at the circumstances surrounding the alleged conduct and whether the conduct was isolated or
13 severe and pervasive. Since “harm” is largely subjective, determining whether “harm” occurred will
14 depend on the perception of the individual to whom the alleged conduct was directed. If the conduct
15 at issue is not objectively inappropriate, then the question of harm becomes moot. The alleged
16 conduct of the Respondent must first be found to be objectively inappropriate, in order to constitute
17 a violation of NRS Chapter 641, NAC Chapter 641, and the Ethical Principles of Psychologists and
18 Code of Conduct adopted by the by the American Psychological Association.

19 There was evidence presented at the administrative hearing that Respondent uses the Socratic
20 method for training purposes and often questions other psychologists and interns about their
21 diagnoses and reasons therefore. This is a common training method utilized by psychologists and is
22 intended, at least partly, to help train licensed psychologists to withstand cross-examination when
23 they testify at trial, a common work-related occurrence. There was also evidence presented that
24 some staff members feel that this type of “cross-examination” makes people uncomfortable and like
25 they are being “called out” or “put on the spot.” There was no testimony that the behavior at issue
26 has anything to do with the personal protected characteristics of the person being questioned. Ms.
27 Joanne Malay, the SNAMHS Hospital Administrator, testified at the administrative hearing that she
28 has never seen Respondent “call people out” or “cross-examine” them at meetings and that, instead,
these meetings are typically very interactive.

Dr. Sarah Damas, Respondent’s co-worker, testified that she has observed Respondent’s
management style at meetings and confirmed that Respondent utilizes the Socratic method. Dr.
Damas testified that she has never felt that Respondent was bullying or demeaning to anyone and

1 that Respondent treated everyone equally. Dr. Damas testified that this training technique helps to
2 train forensic psychologists to testify in court. In addition, Dr. Scott Fiddler, a licensed psychologist,
3 testified that he has worked with Respondent and the work culture has always been collegial and
4 “chill”. Dr. Fiddler testified that any licensed psychologist should be prepared to testify in court and
5 the Socratic method can be a challenging, but important, process for any psychologist. In addition,
6 Dr. Fiddler testified that SNAMHS is APA accredited, and that the process for training
7 psychologists at other APA accredited facilities is the same and the purpose of the training is to
8 improve patient care. Dr. Fiddler testified that he has never observed any bullying, harassment or
9 demeaning conduct by Respondent. Dr. Cecilia Shermack-Warner, a licensed psychologist I at
10 SNAMHS, testified that she worked with Dr. Adams briefly and was aware of the incident where he
11 had left two psychological tests with a patient overnight to complete on their own. Dr. Shermack-
12 Warner confirmed that this incident was very concerning because there are strict requirements on
13 how these tests are to be administered and they cannot be left with a patient that is unsupervised.

14 Respondent testified and explained that she believes in lifelong learning and uses team
15 meetings as opportunities for training in a collaborative learning environment. Respondent also
16 testified that she was involved in the hiring process when Dr. Adams was initially hired and she was
17 aware that Dr. Adams did not have forensic experience and did not have experience with some of the
18 psychological tests used at SNAMHS. She therefore gave Dr. Adams the tests and manuals to read
19 and become familiar with. Respondent testified that there are ethical obligations about test security
20 and strict rules about how tests are administered. She was extremely concerned when she learned
21 that Dr. Adams had left the tests with a patient. According to Respondent, after she shared her
22 concerns with Dr. Adams, he did not seem to understand why there was a concern and seemed
23 unwilling to admit any wrongdoing. Although Respondent admits to questioning Dr. Adams about
24 the two tests, she denies that her questioning was in any way improper. In fact, Respondent
25 explained that, as Dr. Adams’ supervisor, it was her responsibility to address this issue with Dr.
26 Adams.

May 22, 2019 Events

27 According to Dr. Adams, there was another group work meeting on May 22, 2019, where
28 Respondent again brought up the issue of the two psychological tests being left with the patient. Dr.
Adams testified that he felt that Respondent brought up the issue again in order to make him look
bad. Dr. Adams also testified that he felt that bringing up the issue again made him feel bullied and
degraded, so he stood up and walked out of the meeting.

Respondent testified that at this meeting Dr. Adams stood up, slammed his chair against the wall, and abruptly left the meeting. Dr. Shermack-Warner, who was present at this meeting, also confirmed that Dr. Adams had stood up abruptly, said something loud, ejected himself from his chair, pushed the chair back against the wall, walked out and did not attend any other meetings after that. Respondent testified that she texted Dr. Adams to see where he was and went to his office. Respondent described Dr. Adams' behavior as "aggressive" in that he was "leaning over" his desk and that this caused Respondent to feel fearful and very uncomfortable. She went to get Ms. Malay so that there would be another person present for the meeting. Once Ms. Malay became involved, Respondent testified that Ms. Malay spoke to Dr. Adams and from that point on human resources and administration became involved in the matter. Ms. Malay confirmed Respondent's version of events, mainly, that Dr. Adams was resistant to direction, coaching and guidance, and that his behavior had escalated in a concerning manner after Respondent had approached him to discuss the incident with the psychological tests.

June 3, 2019 Events

Dr. Adams alleged that the new committee he organized, the Safety Action Committee, would not be allowed to continue pursuant to a directive from Respondent to Ms. Cookie Gamiao, the Director of Quality Improvement at SNAMHS, and that the Safety Action Committee was shut down as a retaliatory act. Ms. Gamiao testified at the administrative hearing that the Safety Action Committee was not shut down, but rather that Dr. Adams had to be reminded that this was a sub-committee, which had to be approved by administration, and was still part of the larger Patient Safety Committee. Therefore, any decisions or actions by the Safety Action Committee had to be approved by the larger Patient Safety Committee. Ms. Gamiao testified that Ms. Malay was in agreement that the Safety Action Committee was a good idea. However, Dr. Adams was doing things on his own without involving other members of the Patient Safety Committee. Ms. Gamiao testified that Respondent was not the one to "kill" the Safety Action Committee, and in fact, Dr. Adams was encouraged to continue with the Safety Action Committee, that had been approved by the hospital administrator.

June 6, 2019 Events

On June 6, 2019, Christine Moebius and Jackie Arellano of human resources called a meeting with Dr. Adams to inform him that he was being given a written warning for his ethical violations and put on a formal improvement plan to gain competency with psychological testing. Dr. Adams claims that these actions were retaliatory.

1 Ms. Arellano testified at the administrative hearing that Dr. Adams was having performance
2 and conduct issues and, as such, SNAMHS was required to give Dr. Adams' notice of these issues.
3 As such, he was given a written warning by Ms. Malay.

4 July 2, 2019 Events

5 Ms. Malay testified that at this time a decision was made to terminate Dr. Adams. This was a
6 human resources and hospital leadership decision. Ms. Malay testified that Respondent was not the
7 person who made the decision to terminate Dr. Adams. Ms. Malay also testified that Capital Police
8 were called to escort Dr. Adams off the premises after he was terminated due to concerns by human
9 resources about his behavior. Ms. Malay testified that Dr. Adams was a probationary employee at
10 the time and could be "released" from probation for any legitimate reason, such as performance,
11 behavior, or a policy breach. Ms. Arreano testified and confirmed that Dr. Adams was having
12 performance and conduct issues which led to him being released from his probation. Ms. Arreano
13 explained that after DHHS determined that Dr. Adams' allegations of bullying were unsubstantiated,
14 she delivered that news to Dr. Adams and was part of the decision to release him from his probation
15 because she did not think that he was a good fit for the agency. Ms. Arreano also testified that Dr.
16 Adams did not want to learn or take direction and that she had concerns about his behavior.
17 Respondent also testified and confirmed that she was not involved in the meeting or decision to
18 terminate Dr. Adams. Based upon the foregoing, it appears that the decision to terminate Dr. Adams
19 was a facility decision made primarily by the director of human resources and the hospital
20 administrator. The decision was not made by the Respondent as alleged by Petitioner and was not
21 done for retaliatory purposes.

22 Notably, Respondent denies ever bullying, harassing or demeaning Dr. Adams. The
23 overwhelming weight of the evidence in this case tends to support Respondent's version of events.
24 The only testimony of any alleged bullying, harassing or demeaning conduct by Respondent towards
25 Dr. Adams comes from Dr. Adams himself and is entirely subjective. The evidence in the case, as
26 presented at the time of the administrative hearing, reveals that there are concerns about the
27 credibility of Dr. Adams' testimony due to some of the questionable actions of Dr. Adams from the
28 time he filed his complaint of bullying against Dr. Bradley at work and his complaint against Dr.
Bradley with the NVBOPE. In fact, the NVBOPE took disciplinary action *against Dr. Adams* related
to some of his questionable actions, which included bizarre social media posts and making public
statements about Respondent and SNAMHS to a local publication, the Nevada Current.

1 Regardless of any issues concerning Dr. Adams' credibility, even if we assume that
2 everything Dr. Adams testified to at the administrative hearing were true, the testimony by Dr.
3 Adams fails to demonstrate objectively inappropriate conduct by the Respondent herein. The
4 Respondent's alleged actions of questioning Dr. Adams about the two psychological tests, cross-
5 examining him at team meetings, and asking him why it was a "bad idea" to give a patient
6 psychological tests to take on their own, do not amount to objectively inappropriate or harassing
7 behavior. Respondent's alleged actions of giving Dr. Adams a written warning and later terminating
8 him do not amount to objectively retaliatory conduct given the totality of the circumstances in this
9 case. There is no objective evidence in this case that Respondent bullied, harassed, demeaned, or
10 harmed Dr. Adams or otherwise failed to avoid harm to Dr. Adams. Respondent was Dr. Adams'
11 direct supervisor at all times relevant herein and her actions at issue were merely her fulfilling her
12 professional work requirements and obligations in supervising Dr. Adams. There also is significant
13 evidence that legitimate and non-discriminatory reasons existed for the adverse employment actions
14 taken against Dr. Adams at SNAMHS.

15 At the time of the administrative hearing, the Respondent argued and presented evidence
16 that, after an investigation by Dr. Bradley's employer and by the State of Nevada Department of
17 Health and Human Services (DHHS), no action was taken by either against Dr. Bradley based upon
18 the exact same allegations as those at issue herein. This fact constitutes additional evidence that
19 Respondent's conduct was not objectively inappropriate.

20 Based upon the foregoing, this Hearing Officer finds that: (1) the evidence presented by Dr.
21 Adams and the NVBOPE fails to show, by a preponderance of the evidence, objectively
22 inappropriate conduct by Respondent constituting bullying, harassment or demeaning conduct, and
23 (2) that legitimate, non-discriminatory reasons exist for the adverse employment actions taken
24 against Dr. Adams at SNAMHS, and (3) that Respondent did not violate section 3.04(a) of the
25 Ethical Principles of Psychologists and Code of Conduct adopted by the by the American
26 Psychological Association, NRS Chapter 641 or NAC Chapter 641. Based upon the foregoing, the
27 issue of whether or not the alleged conduct caused Dr. Adams any "harm" is moot.

28 WHETHER DR. YOUNG WAS REQUIRED TO
HAVE A LICENSE AS A PRIVATE INVESTIGATOR

 Dr. Sheila Young, as the investigator for the NVBOPE, conducted an investigation based
upon the complaint filed by Dr. Adams against Dr. Bradley to the NVBOPE. Notably, Dr. Young
testified at the hearing in this matter that her investigation consisted of review of the material

submitted by Dr. Adams and interviews with three (3) witnesses. Respondent argues that Dr. Young did not possess the required private investigators license as required by NRS 648.012.

According to NRS 648.012 "Private investigator" defined:

1. "Private investigator" means any person who for any consideration engages in business or accepts employment to furnish, or agrees to make or makes any investigation for the purpose of obtaining information with reference to:

(a) The identity, habits, conduct, business, occupation, honesty, integrity, credibility, knowledge, trustworthiness, efficiency, loyalty, activity, movement, whereabouts, affiliations, associations, transactions, acts, reputation or character of any person; and

(e) Securing evidence to be used before any court, board, officer or investigating committee; or

According to NRS 648.018 Applicability of Chapter:

Except as to polygraphic examiners and interns, this chapter **does not apply**:

4. To any private investigator, private patrol officer, process server, dog handler or security consultant **employed by an employer regularly in connection with the affairs of that employer if a bona fide employer-employee relationship exists**, except as otherwise provided in NRS 648.060, 648.140 and 648.203.

According to NRS 641.125 Hearings and investigations; taking evidence:

In a manner consistent with the provisions of chapter 622A of NRS, the Board **may** hold hearings **and conduct investigations** related to its duties under this chapter and take evidence on any matter under inquiry before it.

According to NRS 641.270 Complaints: Review; investigation:

When a complaint is filed with the Board, the Board **or an investigator designated by the Board** shall review the complaint. If, upon completing the review of the complaint, the Board **or the investigator** designated by the Board determines that the complaint is not frivolous, the Board, through the President of the Board **and the investigator** designated by the Board, **shall investigate** the complaint.

At the administrative hearing herein, NVBOPE Investigator Dr. Young testified that she was an employee of the NVBOPE for purposes of conducting investigations. The Petitioner also produced IRS w-2 forms which indicated that Dr. Young was an employee of the NVBOPE. The NVBOPE's Complaint, Discipline and Remediation Policy, section F(1), discusses the qualifications of the NVBOPE's Investigators, however, there was no evidence or argument presented at the

1 administrative hearing that Dr. Young failed to satisfy the requirements enumerated in that policy
2 concerning the qualifications of an NVBOPE Board Investigator.

3 Based upon the foregoing, this Hearing Officer finds that: (1) NRS 641.125 and NRS
4 641.270 both specifically authorize the NVBOPE to utilize the services of an investigator and to
5 conduct investigations into complaints made against its licensees, and (2) Pursuant to NRS 648.018,
6 Dr. Young was not required to have a license as a private investigator if there was an employer-
7 employee relationship with an employer in connection with the regular affairs of that employer, and
8 (3) Dr. Young was an employee of the NVBOPE at the time that she conducted the investigation
9 into Dr. Adams' complaints against Respondent which are the subject of the matter herein,
10 NVBOPE case #19-0626, and (4) that the investigation done by Dr. Young, at the direction of the
11 NVBOPE, was in connection with the regular affairs of the NVBOPE.

12 SUFFICIENCY OF DR. YOUNG'S INVESTIGATION

13 Although the crux of the NVBOPE's allegations against Dr. Bradley seem to stem from
14 human resources type issues, the Nevada Revised Statutes, Nevada Administrative Code and the
15 APA Ethics Code give the NVBOPE broad jurisdiction over such matters. It is Respondent's
16 position that the NVBOPE's investigation performed by Dr. Young was inadequate and insufficient
17 due to its failure to follow its own policies and procedures. Although Respondent takes issue with
18 the way in which Dr. Young conducted the investigation (specifically by allegedly failing to
19 interview witnesses and review evidence offered by Dr. Bradley), there is no evidence that the
20 manner in which the investigation was performed violated the NVBOPE's Complaint, Discipline
21 and Remediation Policy so as to render the investigation (and subsequent disciplinary proceedings)
22 somehow void or improper.

23 Notably, pursuant to the NVBOPE's Complaint, Discipline and Remediation Policy, section
24 A(2)(g)(i)(1), "at the Board Investigator's discretion and as part of the investigation, the Board
25 Investigator may interview the parties, including the Complainant and the Respondent, as well as
26 any possible witnesses." Although Dr. Young's investigative report is brief, it technically does
27 contain all of the sections required by the NVBOPE's Complaint, Discipline and Remediation
28 Policy. Although Dr. Young may not have reviewed and/or referenced some of the evidence offered
by Dr. Bradley, there is no rule which states that Dr. Young is required to consider all available
evidence or required to list in her final investigative report her reasons for relying upon specific
pieces of evidence and not others.

1 Since the handling of the investigation is at the discretion of the NVBOPE Board
2 Investigator, and there are no requirements that all possible witnesses be interviewed and all possible
3 evidence reviewed and/or considered, there is no legal or factual basis to determine that the manner
4 in which Dr. Young performed the investigation in this case was so deficient as to render the results
5 of the investigation, and the instant Complaint against Dr. Bradley, somehow void or improper.

6 CONCLUSION

7 The undersigned Hearing Officer, having presided over the administrative hearing on this
8 matter, having heard the evidence presented by witness testimony, having reviewed the documentary
9 evidence provided by the parties, and having listened to the arguments of counsel, hereby issues the
10 following ruling:

11 Based upon the above stated findings of fact and conclusions of law, the undersigned
12 Hearing Officer hereby finds in favor of the Respondent Dr. Shera Bradley, and against the
13 Petitioner, the NVBOPE. The Petitioner has failed to meet its burden of proof, that Respondent
14 engaged in unprofessional conduct, by a preponderance of the evidence, that violated the provisions
15 of the NRS Chapter 641, NAC Chapter 641, or section 3.04(a) of the Ethical Principles of
16 Psychologists and Code of Conduct adopted by the by the American Psychological Association.

17 AS SUCH, IT IS HEREBY ORDERED that Petitioner's Complaint #19-0626 against the
18 Respondent is hereby DISMISSED, with prejudice.

19 IT IS SO ORDERED.

20 Dated, the 21st day of November, 2025.

21 /s/ Shirley Blazich, Esq.

22 Shirley Blazich, Esq.

23 Hearing Officer
24
25
26
27
28

EXHIBIT 2

BEFORE THE STATE OF NEVADA
BOARD OF PSYCHOLOGICAL EXAMINERS

**STATE OF NEVADA, BOARD OF
PSYCHOLOGICAL EXAMINERS**

Case Number: 24-0103

Petitioner,
vs.

Decision and Order in Case #24-0103

SHERA BRADLEY

Respondent

Decision and Order in Case #24-0103

An administrative hearing on Petitioner, the State of Nevada Board of Psychological Examiners' ("NVBOPE" and/or "Petitioner") Complaint in Case #24-0103 was held in a hybrid (in-person and remote) format on November 12-14, 2025, from 9:00am to 5:00pm PST each day, before Hearing Officer Shirley Blazich, Esq. Deputy Attorney General Harry Ward, Esq., attended remotely via videoconferencing on behalf of the Petitioner. Brent Vogel, Esq., of the law firm Lewis Brisbois Brisgaard & Smith, attended in person on behalf of the Respondent, Dr. Shera Bradley ("Dr. Bradley" and/or "Respondent"). Also in attendance were the Respondent, Dr. Shera Bradley (in-person), and the Executive Director of the NVBOPE, Ms. Laura Arnold (remote). The hearing took place at the Nevada State Business Center, Red Rock Room, located at 3300 West Sahara Ave., Las Vegas, Nevada, 89102.

RELEVANT PROCEDURAL BACKGROUND

This case arises out of an investigation conducted by NVBOPE Investigator Dr. Sheila Young ("Dr. Young"), against Respondent Dr. Bradley. In June of 2019, Dr. Ben Adams ("Dr. Adams") filed a complaint with the NVBOPE alleging inappropriate conduct and bullying by Dr. Bradley. Dr. Bradley denied these allegations. The NVBOPE filed a formal complaint, case #19-

1 0626, against Dr. Bradley based upon Dr. Adams' allegations. During discovery in case #19-0626,
2 the depositions of Dr. Christine Moninghoff ("Dr. Moninghoff") and Dr. Amanda DeVillez ("Dr.
3 DeVillez") were taken. Dr. Young reviewed these depositions at a later date and subsequently
4 recommended to the NVBOPE that additional allegations of unprofessional conduct be made against
5 Dr. Bradley based upon the deposition testimony of Drs. Moninghoff and DeVillez. The instant case,
6 #24-0103, followed. Notably, Drs. Moninghoff and DeVillez did not themselves file any complaints
7 about Dr. Bradley with the NVBOPE.

8 Petitioner's Amended Complaint, filed on December 4, 2024, alleged five separate causes of
9 action against Respondent as follows: (1) and (2) Failing to Comply with Statutes and Regulations;
10 and (3), (4) and (5) Violation of the Ethical Principles of Psychologists and Code of Conduct.
11 Respondent was, at the relevant times mentioned in the Amended Complaint, licensed as a
12 psychologist with the NVBOPE, and currently holds license number PY0564. Therefore,
13 Respondent is subject to the jurisdiction of the NVBOPE and the provisions of NRS Chapter 641,
14 NAC Chapter 641, and the provisions set forth in the most recent edition of the Ethical Principles of
15 Psychologists and Code of Conduct adopted by the American Psychological Association and
16 adopted by reference and incorporated pursuant to NAC 641.250.

17 On July 15, 2025, this Hearing Officer issued an Order Denying Respondent's Motion for
18 Summary Judgment in the above-captioned matter. As such, all of Petitioner's allegations in case
19 #24-0103 remained for final determination at the administrative hearing in this matter.

20 RELEVANT FACTUAL ALLEGATIONS

21 It is alleged by Petitioner that, at the time of the alleged violations in the Amended
22 Complaint, Respondent was bound by the provisions set forth in the most recent edition of the
23 Ethical Principles of Psychologists and Code of Conduct adopted by the American Psychological
24 Association and adopted by reference and incorporated pursuant to NAC 641.250. It is also alleged
25 that the Ethical Principles of Psychologists and Code of Conduct states that it applies to
26 psychologists' activities that are part of their scientific, educational, or professional roles as
27 psychologists. It is further alleged that the areas covered include, but are not limited to, the clinical,
28 counseling, and school of practice of psychology; research; teaching; supervision of trainees; public
service; and administration.

29 Dr. Christine Moninghoff

It is alleged that Dr. Moninghoff worked at the Southern Nevada Adult Mental Health
Services ("SNAMHS") while Respondent was her supervisor from 2015 to 2018. It is alleged that

Respondent's actions caused harm to Dr. Moninghoff by making the work environment at SNAMHS so uncomfortable and harmful that it caused harm to Dr. Moninghoff, forcing her to leave the employment of SNAMHS. It is alleged that during this period of time, Respondent violated the Ethical Principles of Psychologists and Code of Conduct, Sections 3.03 and 3.04 when Respondent spoke to Dr. Moninghoff in a harassing and demeaning manner and without taking reasonable steps to avoid harm to Dr. Moninghoff. It is alleged that Respondent stated to Dr. Moninghoff that she was clinically superior to Dr. Moninghoff and that Dr. Moninghoff was inferior to Respondent. It is alleged that the Respondent harmed, harassed or demeaned Dr. Moninghoff making these statements about Dr. Moninghoff's educational background, the types of programs she took, and that the program Dr. Moninghoff attended did not produce real high-quality psychologists. It is alleged that Respondent instructed Dr. Moninghoff to do things "her way" and not in the customary "administrative way". It is alleged that Respondent told Dr. Moninghoff she was being "argumentative" regarding discussions about intern supervision and then accusing Dr. Moninghoff of "not participating" in intern supervision discussions with Dr. Moninghoff believing she could not professionally disagree with Respondent making Dr. Moninghoff feel she was stuck between a "rock and a hard place". It is alleged that Respondent told Dr. Moninghoff in staff meetings in a demeaning manner that some of Dr. Moninghoff's opinions were ridiculous, absurd, or did not make any sense, causing harm to Moninghoff. It is alleged that Respondent brought Dr. Moninghoff and Dr. Moninghoff's intern into her office and provided the intern with a long laundry list of things to do which left Dr. Moninghoff and the intern overwhelmed with work. It is alleged that Respondent did not take reasonable steps to avoid harming Dr. Moninghoff and the intern by punishing the intern with extra work even though Respondent knew the intern was already overwhelmed with work. It is alleged that Respondent harassed Dr. Moninghoff's pregnant intern requiring the intern to bring in doctor notes for all her prenatal appointments. It is alleged that Respondent unfairly discriminated against the pregnant intern by saying: "I can't believe an intern would get pregnant during internship". It is also alleged that Respondent harassed Dr. Jaitly in the presence of Dr. Moninghoff and singled out Dr. Jaitly in a staff meeting in a harassing and demeaning manner.

It is alleged that Respondent acted in a harassing and demeaning manner to intern Dr. Holczer. It is alleged that Dr. Moninghoff witnessed Respondent's harmful and harassing actions toward intern Dr. Holczer who was overwhelmed with work and Respondent knowingly then giving intern Dr. Holczer a longer, and longer, and longer laundry list of things to do. It is alleged Respondent commented in a harassing and demeaning manner about an African American female

1 intern that was wearing a “hoodie” causing the intern to become very upset and to cry in the
2 workplace. It is alleged that Respondent’s actions toward the intern were discriminatory, harassing,
3 demeaning and harmful towards the intern. It is alleged that Dr. Moninghoff witnessed Respondent’s
4 actions and perceived them to be unnecessarily harsh treatment to the interns regarding things such
5 as the interns’ attire and their ability to balance work with the rest of their life.

5 Dr. Amanda DeVillez

6 It is alleged that Dr. Amanda DeVillez (“Dr. DeVillez”) began working as an intern at
7 STEIN in the summer of 2016. It is alleged that Dr. DeVillez became a Nevada State employee at
8 SNAMHS in November 2016. It is alleged that Dr. DeVillez left SNAMHS in December 2018. It is
9 alleged that during these time periods, her supervisor was Respondent Dr. Bradley and that
10 Respondent’s actions caused harm to Dr. DeVillez. It is alleged that during this period of time,
11 Respondent violated the Ethical Principles of Psychologists and Code of Conduct, Sections 3.01,
12 3.03 and 3.04 when Respondent engaged in unfair discrimination towards pregnant intern Dr.
13 DeVillez by failing to make accommodations for her and making her repeatedly come into work at
14 certain times of the day and attend weekly meetings in-person instead of remotely attending. It is
15 alleged that Respondent engaged in unfair discrimination towards pregnant Dr. DeVillez and that
16 Respondent knowingly harassed or demeaned Dr. DeVillez and failed to take reasonable steps to
17 avoid harming Dr. DeVillez by making her do things that other licensed psychologists weren’t
18 required to do, like attending weekly Friday didactics meetings in-person, and by reprimanding only
19 her for things that other psychologists did at SNAMHS.

18 It is alleged that in 2017 Dr. DeVillez filed a grievance with human resources at SNAMHS
19 asserting that Respondent harassed her and discriminated against her because she was pregnant. It is
20 alleged that Dr. DeVillez witnessed Respondent harassing and bullying another pregnant intern, Dr.
21 Antrice Hronek, and that Respondent told Dr. DeVillez: “Who gets pregnant during internship?”
22 causing harm to Dr. DeVillez. It is alleged that during this period of time Respondent harassed and
23 harmed Dr. DeVillez causing significant mental and physical distress requiring Dr. DeVillez to seek
24 professional help. It is alleged that Respondent made the work environment at SNAMHS so
25 uncomfortable and harmful for Dr. DeVillez that Respondent’s harmful actions caused Dr. DeVillez
26 to leave SNAMHS. It is alleged that Respondent harassed Dr. DeVillez when Dr. DeVillez told
27 Respondent that she was leaving SNAMHS and gave Dr. DeVillez extra work, and last-minute
28 assignments previously assigned to others, causing harm to Dr. DeVillez.

It is alleged that with regard to each of the above referenced occurrences, Respondent violated NRS Chapter 641, NAC Chapter 641, and the Ethical Principles of Psychologists and Code of Conduct, Sections 3.01, 3.03 and 3.04.

BURDEN OF PROOF AND REQUIREMENTS FOR PROOF

Pursuant to NRS Chapter 641, upon proof by a preponderance of the evidence that an applicant or licensee has engaged in activity that is grounds for disciplinary action as described in NRS Chapter 641 and NAC Chapter 641, the NVBOPE may take disciplinary action pursuant to NRS 641.240 including the imposition of a fine of not more than \$5,000.

Pursuant to NRS 641.285, requirements for proof: notwithstanding the provisions of chapter 622A of NRS, in any disciplinary proceeding before the NVBOPE, a panel of its members or a hearing officer: 1. Proof of actual injury need not be established where the complaint charges deceptive or unethical professional conduct, practice of psychology, or practice as a psychological assistant, psychological intern or psychological trainee harmful to the public.

RELEVANT LAW

The authority of the NVBOPE to pursue the claims herein against Respondent is demonstrated by a brief review of the applicable law:

Pursuant to NRS 641.250(1), the Board or any member thereof which becomes aware that any one(1) or combination of the grounds for initiating disciplinary action may exist as to a person practicing psychology in the State of Nevada shall file a written complaint specifying the relevant facts with the Board.

Pursuant to NAC 641.200, Applicability:

1. The provisions of NAC 641.200 to 641.255, inclusive:

(a) Apply to the conduct of **any licensee** or any applicant for licensure pursuant to this chapter and chapter 641 of NRS, including conduct during any period of education, training or employment required for licensure.

(b) Constitute the standards of conduct which a psychologist, licensed behavior analyst or licensed assistant behavior analyst shall follow in the provision of services.

2. A violation of the provisions of NAC 641.200 to 641.255, inclusive, constitutes **unprofessional conduct** and is a ground for **disciplinary action** or the denial of an application for an initial license or the renewal of a license. (emphasis added).

According to NAC 641.215, Disclosure to patient or legal representative; termination of services; care of patients and research subjects. A psychologist:

11. Shall not willfully harass, abuse or intimidate any patient or other person to whom he or she has a professional responsibility.

It is alleged that Respondent violated NAC 641.215(11). It is clear from the plain language of this code section that it is intended to apply to patients *or their* legal representatives, such as a guardian or power of attorney. Nothing in this code section implies that it is intended to apply to co-workers, interns or students. As such, NAC 641.215(11) is inapplicable in the instant matter and does not provide the NVBOPE with authority to initiate disciplinary action against its licensee pertaining to an incident between *co-workers*.

According to NAC 641.250: Adoption of codes of conduct by reference; revision.

1. The provisions set forth in the most recent edition of the Ethical Principles of Psychologists and Code of Conduct adopted by the American Psychological Association are hereby adopted by reference and incorporated herein.

Ethical Principles of Psychologists and Code of Conduct

3.01 Unfair Discrimination In their work-related activities, psychologists do not engage in unfair discrimination based upon age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, socioeconomic status, or any basis proscribed by law.

3.03 Other Harassment Psychologists do not knowingly engage in behavior that is harassing or demeaning to persons with whom they interact in their work based on factors such as those persons' age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, or socioeconomic status.

3.04(a) Avoiding Harm (a) Psychologists take reasonable steps to avoid harming their clients/patients, students, supervisees, research participants, organizational clients, and others with whom they work, and to minimize harm where it is foreseeable and unavoidable.

In addition, NRS 648.150, Grounds for disciplinary action against licensee, provides that the NVBOPE may discipline any licensee for “**any unprofessional conduct or unfitness of the licensee.**” Although NAC 641.215(11) is inapplicable herein, NRS 641.250(1), NRS 648.150, and NAC 641.250 do give the NVBOPE authority to initiate disciplinary actions against its licensee for conduct which it believes constitutes “unprofessional conduct” and/or pertaining to alleged violations of NRS Chapter 641, NAC Chapter 641, and the Ethical Principles of Psychologists and Code of Conduct adopted by the by the American Psychological Association.

FINDINGS OF FACT AND CONCLUSIONS OF LAW

Notably, at all relevant times herein, Respondent was a licensed psychologist II at SNAMHS, and was the direct supervisor of Drs. Moninghoff and DeVillez. No definitive definition of “harm” was provided at the time of the administrative hearing. According to NRS 641.285, proof of actual injury (a.k.a. “harm”) need not be established. However, section 3.04(a) of the Ethical Principles of Psychologists and Code of Conduct appears to require a showing of harm. Regardless, a complete analysis herein must first look at whether the alleged conduct at issue is objectively inappropriate, before making a determination of whether harm occurred. In determining whether the conduct at issue is objectively inappropriate, the analysis must necessarily look at the circumstances surrounding the alleged conduct and whether the conduct was isolated or severe and pervasive. Since “harm” is largely subjective, determining whether “harm” occurred will depend on the perception of the individual to whom the alleged conduct was directed. If the conduct at issue is not objectively inappropriate, then the question of harm becomes moot. The alleged conduct of the Respondent must first be found to be objectively inappropriate, in order to constitute a violation of NRS Chapter 641, NAC Chapter 641, and the Ethical Principles of Psychologists and Code of Conduct adopted by the by the American Psychological Association.

Dr. Christine Moninghoff

Dr. Moninghoff testified that Respondent was her supervisor when she worked at SNAMHS and that she had interactions with Respondent that she was not pleased with which included harassing and demeaning behavior to Dr. Moninghoff personally as well as others. Dr. Moninghoff clarified that Respondent did not “harass” her, but that she did feel Respondent’s conduct was demeaning. Dr. Moninghoff never personally filed any complaints or grievances against Respondent. In her testimony Dr. Moninghoff did not assert that Respondent’s behavior toward her was due to any protected characteristic of Dr. Moninghoff or that it was discriminatory in nature.

Dr. Moninghoff testified that when she spoke up during staff meetings, she was told by the Respondent that she was being “argumentative” and when she did not speak up, she was accused of not participating. She felt that this was demeaning and that she could not provide professional feedback and was made to feel that she wasn’t as knowledgeable or experienced as others. Dr. Moninghoff acknowledged that Respondent made sure that people knew what was expected of them and that the term “micromanager” could apply to Respondent in this situation. Dr. Moninghoff also testified that there was a lot of “back and forth” with Respondent about personnel issues and if coverage was needed when a doctor was on PTO for more than 2 days. Dr. Moninghoff testified that

1 a large part of why she left SNAMHS was because of how things were going with Respondent.
2 Notably, Dr. Moninghoff received a promotion to a licensed psychologist II after she left
3 employment at SNAMHS.

4 Dr. Moninghoff also testified that during Respondent's interactions with interns, some of
5 them were feeling overwhelmed and yet they kept being given additional tasks to complete. When
6 meetings with the interns took place, they would leave the meetings feeling more overwhelmed than
7 before. Dr. Moninghoff acknowledged that she was not an intern at that time, but she felt that it was
8 inappropriate to give the interns additional tasks to complete. Dr. Moninghoff also felt that interns
9 were "called out" during staff meetings and made to feel uncomfortable, which she characterized as
10 being inappropriate. She also testified that she felt it was unnecessary to require interns to bring in a
11 doctor's note for missed work time.

12 Dr. Moninghoff testified that she witnessed harsh treatment of another intern who was told
13 not to wear a hoodie to work and was put on a remediation plan. Dr. Moninghoff testified that she
14 had seen other people wear hoodies without repercussion and that there was no safety risk in
15 wearing a hoodie at a staff meeting. She did acknowledge that there could be a safety risk if wearing
16 a hoodie on the floor while working with patients.

17 In addition, Dr. Moninghoff testified that she witnessed Respondent "bullying" Dr. DeVillez
18 and Dr. Hronek. Although Dr. Moninghoff could not recall all of the details due to the amount of
19 time that had passed, she recalled seeing Dr. Hronek crying at one point.

20 Respondent testified that Dr. Moninghoff was already working at SNAMHS when
21 Respondent was hired. Respondent was Dr. Moninghoff's supervisor and had concerns about Dr.
22 Moninghoff's work. Specifically, Respondent was concerned that Dr. Moninghoff was doing work
23 for her other job during her work hours at SNAMHS. As her supervisor, it was Respondent's
24 responsibility to ensure that she could account for 80 hours' worth of work from the staff she was
25 responsible for each pay period.

26 Respondent also testified that there are strict hourly requirements for interns at SNAMHS to
27 complete the required 2,000 hours of training. Interns typically did not receive a lot of paid time off
28 because the internship only lasted a year. There were meetings to discuss the internship program and
supervision requirements which Dr. Moninghoff attended. As such, Respondent maintains that Dr.
Moninghoff was aware of the requirement that interns provide doctor's notes for any time missed
from work. Respondent explained that this was needed for record-keeping purposes in order to

1 ensure that interns received the correct pay and proper credit for the hours needed to complete their
2 internship programs.

3 Respondent testified and confirmed that she had told an intern not to wear a hoodie to work.
4 Respondent explained that hoodies were against the dress code and were safety concerns because of
5 the type of patient population the psychologists saw and treated. In addition, Respondent recalled
6 that on the day of the event at issue, there were other prospective interns touring the facility and she
7 felt that it was important that the staff at SNAMHS looked professional. Other witnesses, including
8 Dr. Shermack-Warner, another licensed psychologist at SNAMHS, confirmed that hoodies were
9 against the SNAMHS dress code and presented a safety risk.

10 There was evidence presented at the administrative hearing that Respondent used the
11 Socratic method for training purposes and often questioned other psychologists and interns about
12 their diagnoses and reasons therefore during staff meetings. This is a common training method
13 utilized by psychologists and is intended, at least partly, to help train licensed psychologists to
14 withstand cross-examination when they testify at trial, a common work-related occurrence. There
15 was also evidence presented that some staff members felt that this type of “cross-examination” made
16 people uncomfortable and like they were being “called out” or “put on the spot.” There was no
17 testimony that the behavior at issue has anything to do with the personal protected characteristics of
18 the person being questioned. Notably, Respondent admitted to having a different supervisory style
19 than her predecessor, Dr. Walter. Respondent testified and explained that she believed in lifelong
20 learning and used team meetings as opportunities for training in a collaborative learning
21 environment.

22 Ms. Joanne Malay, the SNAMHS Hospital Administrator, testified at the administrative
23 hearing that she has never seen Respondent “call people out” or “cross-examine” them at meetings
24 and that, instead, these meetings are typically very interactive. Dr. Sarah Damas, Respondent’s co-
25 worker, testified that she has observed Respondent’s management style at meetings and confirmed
26 that Respondent utilizes the Socratic method. Dr. Damas testified that she has never felt that
27 Respondent was bullying or demeaning to anyone and that Respondent treated everyone equally. Dr.
28 Damas testified that this training technique helps to train forensic psychologists to testify in court. In
addition, Dr. Scott Fiddler, a licensed psychologist, testified that he has worked with Respondent
and the work culture has always been collegial and “chill”. Dr. Fiddler testified that any licensed
psychologist should be prepared to testify in court and the Socratic method can be a challenging, but
important, process for any psychologist. In addition, Dr. Fiddler testified that SNAMHS is APA

1 accredited, and that the process for training psychologists at other APA accredited facilities is the
2 same and the purpose of the training is to improve patient care. Dr. Fiddler testified that he has never
3 observed any bullying, harassment or demeaning conduct by Respondent.

4 Dr. Amanda DeVillez

5 According to Dr. DeVillez, she completed her internship and became a licensed psychologist
6 in November of 2017. Despite having completed her internship, Dr. DeVillez testified that
7 Respondent continued to require her to have individual supervision and meetings with Respondent
8 that other licensed psychologists were not required to have. Overtime, Dr. DeVillez testified that this
9 snowballed and became harassing and that she was not being treated as a licensed psychologist.
10 According to Dr. DeVillez, she felt that she was being harassed by Respondent and that Respondent
11 was always looking for any opportunity to bring Dr. DeVillez into her office to address her being
12 late for work and the Respondent even told Dr. DeVillez that she could be fired for being late.

13 Dr. DeVillez testified that she was not pregnant during any of the relevant times, but she did
14 have a disability for which she eventually requested accommodation. According to Dr. DeVillez, it
15 was very difficult for her to make the in person 8am weekly meetings due to her disability. Although
16 Dr. DeVillez did acknowledge receiving an accommodation which allowed her to come to work an
17 hour later on days when there were no early morning staff meetings, she did not believe that this
18 accommodation was adequate. Dr. DeVillez testified that another employee was allowed to work
19 remotely on Fridays because she lived in Pahrump, Nevada. Dr. DeVillez did not know whether the
20 other employee had been given an accommodation or not.

21 Dr. DeVillez also testified about an incident where she was subpoenaed to testify in person in
22 trial in northern Nevada, but that Respondent told her to ask if she could testify remotely instead.
23 According to Dr. DeVillez this was a good opportunity for her professional development because
24 licensed psychologists are often required to testify in trial. Dr. DeVillez apparently never asked if
25 she could testify remotely, and ultimately, ended up testifying in person anyway. After this incident
26 Dr. DeVillez was given a letter of instruction, the first step in progressive discipline. According to
27 Dr. DeVillez, the only reason that she left her employment at SNAMHS was because of the
28 treatment by Respondent. The Respondent's conduct towards her caused Dr. DeVillez to feel
anxiety and depression and exacerbated her chronic medical condition.

In addition, Dr. DeVillez testified that the manner in which Respondent questioned people
amounted to "cross-examination" and was unreasonable, harassing, and not productive. Dr. DeVillez

1 did acknowledge that part of her job was testifying at trial and that SNAMHS offered mock trial
2 training to help the psychologists learn to testify.

3 According to Dr. DeVillez, there was also an incident at a potluck at Respondent's home
4 where Respondent made a comment about Dr. DeVillez being a picky eater. Dr. DeVillez explained
5 that she was on a strict medical diet for her chronic medical condition, which Respondent knew
6 about, and could not eat a lot of things.

7 There was a pregnant intern, Dr. Hronek, and Dr. DeVillez testified that she heard
8 Respondent make a comment in a derogatory tone to the effect of "Who gets pregnant during an
9 internship?" However, this comment was not made to, or in front of, Dr. Hronek, and Dr. DeVillez
10 testified that she could not recall any specific interactions between Respondent and Dr. Hronek and
11 could not recall ever seeing Dr. Hronek crying at work.

12 Respondent denies ever making this comment and went on to state that she herself was
13 pregnant during her internship. Notably, Respondent denies ever bullying, harassing or demeaning
14 Dr. DeVillez, or anyone else. According to Respondent, Dr. DeVillez was a newly licensed
15 psychologist and still required supervision. New, or early career, licensed psychologists still have
16 gaps in their clinical knowledge and experience. Respondent was Dr. DeVillez' supervisor and
17 testified that Dr. DeVillez was having performance issues with getting her work completed on time
18 and attending required weekly meetings. There were strict time requirements when evaluations of
19 patients had to be completed and so late work was not an insignificant issue. Respondent testified
20 that things were fine with Dr. DeVillez while she was still in her internship but that the relationship
21 changed over time. Respondent also testified that she treated Dr. DeVillez just like everyone else.

22 Dr. Laurel Steinar, another licensed psychologist, also testified that she worked closely with
23 Dr. DeVillez and provided her with secondary supervision. Dr. Steinar testified that Dr. DeVillez
24 consistently required more supervision and encouragement than others to get her work done,
25 including needing repeated reminders and calendar invitations to meet deadlines. Dr. Steinar
26 confirmed that Dr. DeVillez was frequently late for meetings, was unprepared, and was rushed. Dr.
27 Steinar also confirmed that use of the Socratic method in meetings was a standard part of training
28 and was never bullying or harassing or demeaning. She admitted that it could feel uncomfortable for
some people, but that it was generally a relaxed environment, and she never perceived Respondent
as being too harsh. Dr. Aaron Bommer testified that he has worked at SNAMHS for 26 years and that
there have been a lot of improvements since Respondent started working there. He testified that he

1 has seen Respondent interact with staff and has never observed any behavior from Respondent that
2 is bullying, harassing or demeaning. He has only seen a supervisor exercising supervisory duties.

3 Dr. Vincent Brouwers testified and confirmed that the Socratic method is a common training
4 method used to help develop critical thinking skills. Dr. Brouwers acknowledged that the process
5 could be difficult for some, but that he never witnessed Respondent acting in a manner that was
6 bullying, harassing or demeaning. Dr. Brouwers confirmed that psychologists, especially those on
7 the forensic side, had to be prepared to testify at trial and to defend their work and diagnoses. Dr.
8 Brouwers also confirmed that Dr. DeVillez had performance and attendance issues at work.

9 Ms. Jackie Arreano, the Director of Human Resources at SNAMHS, testified and confirmed
10 that Dr. DeVillez was having performance and attendance issues. Ms. Arreano explained that Dr.
11 DeVillez did not comply with the terms of the letter of instruction that she had been given and,
12 therefore, she received a written reprimand which was later reduced to a written warning at Dr.
13 DeVillez' request. Ms. Arreano confirmed that hoodies are not appropriate work wear, are against
14 the dress code, and can represent a safety risk in that particular work environment. Ms. Arreano
15 testified that in order for an employee to receive an ADA accommodation, it was joint decision
16 between human resources, the employee, and their supervisor. Ms. Arreano confirmed that Dr.
17 DeVillez had been approved for an accommodation. Ms. Arreano testified that Dr. DeVillez never
18 made any complaints of bullying to the human resources about Respondent.

19 According to Respondent, even after receiving an accommodation Dr. DeVillez continued to
20 be consistently late to work, sometimes as much as 1 ½ hours late to a 2 hour meeting and continued
21 to miss significant portions of early morning staff meetings. When Dr. DeVillez came to meetings
22 late, Respondent explained that it was disruptive and affected workflow. SNAMHS was required to
23 move patients quickly through the system and Respondent was tasked with making sure the facility
24 met its requirements and that staff were working as required. Respondent explained that she would
25 be responsible for ensuring that other psychologists worked their required hours. When someone
26 was not doing what they were supposed to do, it was Respondent's responsibility to address it.
27 Respondent testified that she provided Dr. DeVillez the accommodation which she had been
28 approved for, but that Dr. DeVillez felt that she had not gotten all of the accommodation that she
wanted. Respondent further testified that Dr. Shermack-Warner had been approved to work from
home one day a week before Respondent ever worked at SNAMHS. Dr. Shermack-Warner also
testified at the administrative hearing and confirmed that she had been given approval before

1 Respondent was hired to have an administrative day in order to catch up on charting, reports and
2 other documentation.

3 Due to the fact that Dr. DeVillez went to testify at trial in person against Respondent's
4 wishes, she was given a written reprimand which was later reduced to a written warning at Dr.
5 DeVillez' request. Notably, Dr. DeVillez had been offered another accommodation, to switch job
6 roles to a position on the civil side which did not have the same requirements for attending early
7 morning meetings, which Dr. DeVillez declined. According to Respondent, Dr. DeVillez only filed
8 her grievance *after* she was disciplined and requested that her discipline be lowered from a written
9 reprimand to a written warning. According to Respondent, she was concerned about the cost to
10 SNAMHS of having Dr. DeVillez testify in person, as it would entail the cost of a flight and missed
11 time from work. Given the relatively minor role Dr. DeVillez had played while she was an intern
12 with regard to the case in trial, Respondent did not feel that this warranted the financial cost to
13 SNAMHS to have Dr. DeVillez testify in person. Respondent explained that there would be other
14 opportunities for Dr. DeVillez to testify in person.

15 Based upon the foregoing, the overwhelming weight of the evidence in this case tends to
16 support Respondent's version of events. The testimony at the administrative hearing pertaining to
17 any alleged bullying, harassing or demeaning conduct by Respondent is entirely subjective and
18 based primarily upon people's feelings about the alleged conduct at issue. Regardless, even if we
19 assume that everything Dr. Moninghoff and Dr. DeVillez testified to at the administrative hearing
20 were true, the evidence fails to demonstrate objectively inappropriate conduct by the Respondent
21 herein. The Respondent's alleged actions of questioning staff during staff meetings, giving too much
22 work to interns, requiring doctor's notes, telling staff not to wear hoodies, and taking disciplinary
23 actions against staff that were having performance and attendance issues, does not amount to
24 objectively inappropriate bullying, harassing or demeaning behavior. Given the totality of the
25 circumstances in this case, there is no objective evidence in this case that Respondent bullied,
26 harassed, demeaned, or harmed Dr. Moninghoff, Dr. DeVillez, or other staff, or otherwise failed to
27 avoid harm to Dr. Moninghoff, Dr. DeVillez, or other staff. Respondent was the direct supervisor of
28 all of the staff at issue at all times relevant herein and her actions towards them were merely
fulfilling her professional work requirements and obligations in supervising them. Respondent may
be a strict boss, but there is no objective evidence that Respondent acted in a discriminatory manner
or ever crossed the line and engaged in conduct that was bullying, harassing or demeaning. There

1 also is significant evidence that legitimate and non-discriminatory reasons existed for the adverse
2 employment actions taken against Dr. DeVillez at SNAMHS and for Respondent's alleged conduct
3 at issue towards Drs. Moninghoff, DeVillez and others.

4 Based upon the foregoing, this Hearing Officer finds that: (1) the evidence presented by the
5 NVBOPE fails to show, by a preponderance of the evidence, objectively inappropriate conduct by
6 Respondent constituting bullying, harassment or demeaning conduct, and (2) that legitimate, non-
7 discriminatory reasons exist for the adverse employment actions taken against Dr. DeVillez at
8 SNAMHS and for Respondent's alleged conduct at issue towards Drs. Mininghoff, DeVillez and
9 others, and (3) that Respondent did not violate sections 3.01, 3.03 or 3.04(a) of the Ethical Principles
10 of Psychologists and Code of Conduct adopted by the by the American Psychological Association,
11 NRS Chapter 641 or NAC Chapter 641. Based upon the foregoing, the issue of whether or not the
12 alleged conduct caused any "harm" to Dr. Moninghoff, Dr. DeVillez, or other staff, is moot.

13 WHETHER DR. YOUNG WAS REQUIRED TO
14 HAVE A LICENSE AS A PRIVATE INVESTIGATOR

15 Dr. Young, as the investigator for the NVBOPE in case #19-0626, conducted an
16 investigation based upon the complaint filed by Dr. Adams against Dr. Bradley to the NVBOPE.
17 Notably, Dr. Young testified at the hearing in this matter that her investigation consisted of review
18 of the material submitted by Dr. Adams and interviews with three (3) witnesses. During discovery in
19 case #19-0626 the depositions of Drs. Moninghoff and DeVillez were taken. Dr. Young, at a later
20 date, reviewed these depositions and this became the basis for the Petitioner's claims against
21 Respondent in the instant case, #24-0103.

22 Respondent argues that Dr. Sheila Young did not possess the required private investigators
23 license as required by NRS 648.012.

24 According to NRS 648.012 "Private investigator" defined:

25 1. "Private investigator" means any person who for any consideration engages in business or accepts
26 employment to furnish, or agrees to make or makes any investigation for the purpose of obtaining
27 information with reference to:

28 (a) The identity, habits, conduct, business, occupation, honesty, integrity, credibility, knowledge,
trustworthiness, efficiency, loyalty, activity, movement, whereabouts, affiliations, associations,
transactions, acts, reputation or character of any person; and

(e) Securing evidence to be used before any court, board, officer or investigating committee;

1 According to NRS 648.018 Applicability of Chapter:

2 Except as to polygraphic examiners and interns, this chapter **does not apply**:

3 4. To any private investigator, private patrol officer, process server, dog handler or security
4 consultant **employed by an employer regularly in connection with the affairs of that employer if**
5 **a bona fide employer-employee relationship exists**, except as otherwise provided in NRS 648.060,
6 648.140 and 648.203.

6 According to NRS 641.125 Hearings and investigations; taking evidence:

7 In a manner consistent with the provisions of chapter 622A of NRS, the Board **may** hold
8 hearings **and conduct investigations** related to its duties under this chapter and take evidence on
9 any matter under inquiry before it.

10 According to NRS 641.270 Complaints: Review; investigation:

11 When a complaint is filed with the Board, the Board **or an investigator designated by the**
12 **Board** shall review the complaint. If, upon completing the review of the complaint, the Board **or the**
13 **investigator** designated by the Board determines that the complaint is not frivolous, the Board,
14 through the President of the Board **and the investigator** designated by the Board, **shall investigate**
15 the complaint.

16 At the administrative hearing herein, NVBOPE Investigator Dr. Sheila Young testified that
17 she was an employee of the NVBOPE for purposes of conducting investigations. The Petitioner also
18 produced IRS w-2 forms which indicated that Dr. Young was an employee of the NVBOPE. The
19 NVBOPE's Complaint, Discipline and Remediation Policy, section F(1), discusses the qualifications
20 of the NVBOPE's Investigators, however, there was no evidence or argument presented at the
21 administrative hearing that Dr. Young failed to satisfy the requirements enumerated in that policy
22 concerning the qualifications of an NVBOPE Board Investigator.

23 Based upon the foregoing, this Hearing Officer finds that: (1) NRS 641.125 and NRS
24 641.270 both specifically authorize the NVBOPE to utilize the services of an investigator and to
25 conduct investigations into complaints made against its licensees, and (2) Pursuant to NRS 648.018,
26 Dr. Sheila Young was not required to have a license as a private investigator if there was an
27 employer-employee relationship with an employer in connection with the regular affairs of that
28 employer, and (3) Dr. Sheila Young was an employee of the NVBOPE at the time that she
conducted the investigation in NVBOPE cases #19-0626 and #24-0103, and (4) that the
investigation done by Dr. Sheila Young, at the direction of the NVBOPE, was in connection with the
regular affairs of the NVBOPE.

SUFFICIENCY OF DR. YOUNG'S INVESTIGATION

Although the crux of the NVBOPE's allegations against Dr. Bradley seem to stem from human resources type issues, the Nevada Revised Statutes, Nevada Administrative Code and the APA Ethics Code give the NVBOPE broad jurisdiction over such matters. It is Respondent's position that the NVBOPE's investigation performed by Dr. Young, was inadequate and insufficient due to its failure to follow its own policies and procedures. Although Respondent takes issue with the way in which Dr. Young conducted the investigation (specifically by relying only upon deposition transcripts and allegedly failing to interview witnesses and review other evidence), there is no evidence that the manner in which the investigation was performed violated the NVBOPE's Complaint, Discipline and Remediation Policy, or the NRS or NAC, so as to render the investigation (and subsequent disciplinary proceedings) somehow void or improper.

Notably, pursuant to the NVBOPE's Complaint, Discipline and Remediation Policy, section A(2)(g)(i)(1), "at the Board Investigator's discretion and as part of the investigation, the Board Investigator may interview the parties, including the Complainant and the Respondent, as well as any possible witnesses." Although Dr. Young may not have reviewed all available evidence or interviewed all witnesses, there is no rule which states that Dr. Young is required to do these things.

Since the handling of the investigation is at the discretion of the NVBOPE Board Investigator, and there are no requirements that all witnesses be interviewed and all evidence reviewed and/or considered, there is no legal or factual basis to determine that the manner in which Dr. Young performed the investigation in this case, by reviewing and relying on deposition transcripts, was so deficient as to render the results of the investigation, and the instant Complaint against Dr. Bradley, somehow void or improper.

CONCLUSION

The undersigned Hearing Officer, having presided over the administrative hearing on this matter, having heard the evidence presented by witness testimony, having reviewed the documentary evidence provided by the parties, and having listened to the arguments of counsel, hereby issues the following ruling:

Based upon the above stated findings of fact and conclusions of law, the undersigned Hearing Officer hereby finds in favor of the Respondent Dr. Shera Bradley, and against the Petitioner, the NVBOPE. The Petitioner has failed to meet its burden of proof, that Respondent engaged in unprofessional conduct, by a preponderance of the evidence, that violated the provisions of the NRS Chapter 641, NAC Chapter 641, or sections 3.01, 3.03, and 3.04(a) of the Ethical

1 Principles of Psychologists and Code of Conduct adopted by the by the American Psychological
2 Association.

3 AS SUCH, IT IS HEREBY ORDERED that Petitioner's Complaint #24-0103 against the
4 Respondent is hereby DISMISSED, with prejudice.

5 IT IS SO ORDERED

6 Dated, the 21st day of November, 2025.

7 /s/ Shirley Blazich, Esq.

8 Shirley Blazich, Esq.

9 Hearing Officer

10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

**Nevada Board of Psychological Examiners
Board Meeting Staff Report**

DATE: December 12, 2025

ITEM:

- 5 - (For Possible Action) Discussion and Possible Action to Approve the Final Treasurer's Report for Fiscal Year 2026 (July 1, 2025, through June 30, 2026).

SUMMARY:

As of November 30, 2025, the Board had just under a combined total of approximately \$402,000 in checking and savings. The Board is currently at just under 44% of its budgeted expenses, and a little over 55% of its budgeted income, most of which is from the deferred income allocated to this second 2025-26 biennium quarter (and the first half of FY26).

The Board's bookkeeper, Michelle Fox, has verified and validated the information being provided in this Treasurer's report.

NV State Board of Psychological Examiners
Budget to Actual - Fiscal Year 2026

11/30/25

		FY26 Budgeted Amount	FY26 Actual (FY26-First Half, 7/1/2025 to 12/31/2025)	% actual to budget
INCOME				
Cash (Checking) as of 7/1/2025		64,395.70	64,395.70	
Deferred Revenue				
2600	Renewals - 7/1/24 and 1/1/25	202,646.74	101,323.37	50.00%
2600	Late Renewals - 1Q 25-26	17,990.30	8,995.15	50.00%
40201 40281-3 40203	New Licensure, Registrations, Reinstatements	27,350.00	10,904.49	39.87%
Total Deferred Income		247,987.04	121,223.01	48.88%
	Deferred PP fees	800.00	551.05	68.88%
	Total NET Deferred Income	247,187.04	120,671.96	
Regular Revenue	25-26 Biennium Q4 New Licensure and Registrations			

	Applications			
40100	Psychologist Application	22,500.00	6,184.05	27.48%
40101	PA Application	3,750.00	1,477.30	39.39%
40102	Intern Application	1,150.00		0.00%
40103	Trainee Application	4,500.00	1,085.40	24.12%
4010	Reinstatement/Reactivation	200.00		0.00%
4015	Psychologist State Exam	17,500.00	8,217.00	46.95%
4030	Non-Resident Consultant	1,000.00	200.00	20.00%
4040	CE App Fee	1,050.00	339.47	32.33%
	Other			
4025/4050	Late and License Restoration Fees	250.00		0.00%
40251/40252	New and Duplicate License	2,750.00	967.81	35.19%
4045	Verification of Licensure	650.00	224.20	34.49%
4075	Cost Recovered (Disciplinary)	2,200.00		
4999	Interest, Misc	45.00	13.48	29.96%
Total Regular Revenue		57,545.00	18,708.71	32.51%
Total Revenue + Cash		\$369,127.74	\$203,776.37	55.20%

Payroll Expenses		FY25 Budgeted Amount	FY25 Actual	% actual to budget
5100	Board Salary/Per Diem	6,500.00	750.00	11.54%
2700	Executive Director (net)	57,500.00	24,340.38	42.33%
2700	Administrative Director (net)	50,000.00	19,600.27	39.20%
2700	Staff Salary (Part-Time)	2,500.00	1,821.02	72.84%
9110	Staff Benefits	30,000.00	12,583.19	41.94%

2700	Investigator/Consultant Salary	15,000.00	9,955.25	66.37%
5250	Workers Compensation	1,500.00	895.46	59.70%
2108/5300	PERS	55,000.00	25,227.18	45.87%
2100	Federal Payroll Taxes	35,000.00	14,122.59	40.35%
9100	Other Payroll Expenses	2,200.00	430.00	19.55%
	Total Payroll	255,200.00	109,725.34	43.00%

Operating Expenses		FY25 Budgeted Amount	FY25 Actual	% actual to budget
6100	Out of State	7,500.00	-193.90	-2.59%
6200	In-State Travel	500.00	362.70	72.54%
7015	Office Supplies/furniture	1,000.00	239.00	23.90%
	Office expenses:			
7040	- Print-Copy	300.00	20.59	6.86%
7050	- Rent	20,000.00	7,995.00	39.98%
7100	- Postage	500.00	80.75	16.15%
7210	- DoIt Web SV	1,000.00	155.24	15.52%
7290/72902 7200	- Telephone/Internet & Utilities	1,500.00	561.45	37.43%
7500	- Copy Lease	1,500.00	569.72	37.98%
7020	- Water/Misc	400.00	759.06	189.77%
7770/7777	Software & Database	4,500.00	910.92	20.24%
8000/8010	Legal & Professional Fees	40,000.00	23,337.16	58.34%
8015	Tort Claim	1,550.00	1,507.00	97.23%
8050/8055	Professional Services (Auditor, Bookkeeper, Lobbyist)	20,000.00	9,221.25	46.11%
8250	Dues & Reg (ASPPB, Conf, Continuing Ed)	5,000.00	2,947.00	58.94%

8520	Admin Services (LCB)	1,000.00	750.00	75.00%
9001/9002	Banking Fees	100.00	17.00	17.00%
	PayPal Fees (against regular revenue)	2,500.00	523.80	20.95%
90100	Miscellaneous Expense	0.00		
	Uncategorized Expense	0.00		
Total Expenses		\$108,850.00	\$49,763.74	45.72%
Total Expenses + Payroll		\$364,050.00	\$159,489.08	43.81%
Total Income + Cash		\$ 369,127.74	\$203,776.37	55.20%
Final Balance		\$5,077.74	\$44,287.29	

November 05 ,2025

Statement of Financial Position

As of October 31, 2025

Nevada Board of Psychological Examiners

As verified by Michelle Fox

The following accounts have been reconciled for the month of October 2025, and all transactions reviewed for accuracy.

Main Checking Account per bank statement dated 10/30/2025 -\$315,402.95

Savings Account per bank statement dated 10/31/2025 -\$105,145.55

A handwritten signature in black ink that reads "Michelle Fox". The signature is written in a cursive, flowing style.

Michelle Fox

Statement of Financial Position
 NV State Board of Psychological Examiners
 As of November 30, 2025

DISTRIBUTION ACCOUNT	TOTAL
Assets	
Current Assets	
Bank Accounts	
1100 Cash in Bank	296,883.99
3309 Savings	105,146.41
Total for Bank Accounts	\$402,030.40
Accounts Receivable	
1200 Accounts Receivable	3,099.29
Total for Accounts Receivable	\$3,099.29
Other Current Assets	
12000 Undeposited Funds	0.00
Uncategorized Asset	0.00
Total for Other Current Assets	\$0.00
Total for Current Assets	\$405,129.69
Other Assets	
1300 Deferred outflows of resources	0.00
Total for Other Assets	\$0.00
Total for Assets	\$405,129.69
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
1106 Accounts Payable	3,903.93
Total for Accounts Payable	\$3,903.93
Other Current Liabilities	
2100 Federal Income Withholding	23,278.39
2100 Payroll Liabilities	\$4,337.10
2107 Federal Taxes (941/944)	-76.15
2108 PERS	24,444.81
Health Insurance	2,384.32
NV Unemployment Tax	0.00

Statement of Financial Position
 NV State Board of Psychological Examiners
 As of November 30, 2025

DISTRIBUTION ACCOUNT	TOTAL
Total for 2100 Payroll Liabilities	\$31,090.08
2101 Federal FICA Withholding	0.00
2102 Federal Medicare Withhold	0.00
2105 Employment Security	0.00
2110 Direct Deposit Liabilities	0.00
2200 Unearned Revenue	0.00
2300 Liability	0.00
2302 Accrued PTO	6,877.88
2450 Deferred inflow-pension	0.00
2455 Net pension liability	0.00
2600 Deferred Revenue	254,513.24
2700 Direct Deposit Payable	0.00
Total for Other Current Liabilities	\$315,759.59
Total for Current Liabilities	\$319,663.52
Total for Liabilities	\$319,663.52
Equity	
3000 Opening Bal Equity	-60.41
3900 2550 Fund Balance	133,208.81
Net Income	-47,682.23
Total for Equity	\$85,466.17
Total for Liabilities and Equity	\$405,129.69

Statement of Activity

NV State Board of Psychological Examiners

July 1-November 30, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
4010 Psychologist Application	
40100 Psychologist Application	6,184.05
40101 PA Application	1,477.30
40103 Trainee Application	1,085.40
Total for 4010 Psychologist Application	\$8,746.75
4015 Psychologist State Exam	8,217.00
4020 Psych Biennial	\$113,504.84
40201 Prorated Psych Biennial	8,882.49
Total for 4020 Psych Biennial	\$122,387.33
4025 Psychologist Licensing Fee	
40251 New License	825.00
40252 Change/Duplicate/Reinstatement	142.81
Total for 4025 Psychologist Licensing Fee	\$967.81
4028 Registration Fee	
40281 Psych Asst fee	621.00
40282 Psych Intern Fee	25.87
40283 Psych Trainee	62.10
Total for 4028 Registration Fee	\$708.97
4030 Non-Resident Consultant	200.00
4040 CE App Fee	339.47
4045 Verification of Licensure	224.20
4999 Interest	13.48
Total for Income	\$141,805.01
Gross Profit	\$141,805.01
Expenses	
307910 7210 Dolt Web SVb	155.24
5100 Board Sal	750.00
5175 Board Staf	
51753 Investigator Salary	9,671.00
Total for 5175 Board Staf	\$9,671.00
5250 Workers Compensation	895.46
5300 PERS	16,465.12
6100 Out of State Travel	-\$900.75
6101 Meals	30.00
6106 Air TvI	676.85
Total for 6100 Out of State Travel	-\$193.90
6200 In State Travel	\$102.29
6201 Meals	260.41
Total for 6200 In State Travel	\$362.70

Statement of Activity

NV State Board of Psychological Examiners

July 1-November 30, 2025

DISTRIBUTION ACCOUNT	TOTAL
7015 Supplies	239.00
7020 Office Expense	\$670.06
7040 Print-Copy	20.59
7050 Rent	7,995.00
85100 Shredding	89.00
Total for 7020 Office Expense	\$8,774.65
7100 Postage	80.75
7200 Utilities	\$241.00
7290 Telephone	
72902 Internet	320.45
Total for 7290 Telephone	\$320.45
Total for 7200 Utilities	\$561.45
7500 Copy Lease	569.72
7770 Software	910.92
8000 Legal & Professional Fees	\$10,250.00
8010 Legal	17,337.16
8015 Tort Claim	1,507.00
Total for 8000 Legal & Professional Fees	\$29,094.16
8050 Prof Servs	4,971.25
8250 Dues & Reg	\$560.00
8255 Membership	2,387.00
Total for 8250 Dues & Reg	\$2,947.00
8500 Admin Serv	
8520 LCB	750.00
Total for 8500 Admin Serv	\$750.00
9001 Banking Fees	
9002 Bank Crgs	17.00
Total for 9001 Banking Fees	\$17.00
9100 Payroll Expenses	\$2,251.02
9110 Company Contributions	
Health Insurance	12,583.19
Retirement	12,188.40
Total for 9110 Company Contributions	\$24,771.59
9130 Wages	66,262.75
Taxes	
9111 Federal Taxes (941/944)	14,122.59
NV Unemployment Tax	0.00
Total for Taxes	\$14,122.59
Total for 9100 Payroll Expenses	\$107,407.95
PayPal Fees	1,099.53

Statement of Activity

NV State Board of Psychological Examiners

July 1-November 30, 2025

DISTRIBUTION ACCOUNT	TOTAL
Reimbursements	3,958.24
Total for Expenses	\$189,487.24
Net Operating Income	-\$47,682.23
Net Other Income	
Net Income	-\$47,682.23

Regulation Revisions Table

<u>Legislative File No.</u>	<u>Description</u>	<u>Status</u>
R192-24	National Exam Regulation	NBOPE Regulation Hearing during the 8/22/2025 meeting. Regulation packet submitted to LCB. Will go before the Legislative Commission during its December 17, 2025, hearing.
R001-25	Continuing Education Regulation	LCB has issued a regulation number and draft; continued Regulation Hearing noticed for 12/12/2025 Board meeting.
R041-25	Regulation revisions per SB251 and AB196	LCB has issued a regulation number and draft; Regulation hearing noticed for 12/12/2025 Board meeting.

2025 Legislative Session

<u>Bill No</u>	<u>Description</u>	<u>Status</u>
<u>SB165</u>	Revises NRS Chapter 641 (Psychologists) to provide for the licensure, regulation, investigation, and discipline of Behavioral Health and Wellness Practitioners	Passed and approved by the Governor on 6/6/2025; Advisory group and its scope of work have been created. Advisory Group had first meeting on 12/3/2025.
<u>SB251</u>	Revises NRS Chapter 641 (Psychologists) relating to Psychological Assistants, Psychological Interns, and Psychological Trainees.	Passed and approved by the Governor on 5/31/2025; Requires regulation revisions, for which a regulation hearing has been noticed for the 12/12/2025 Board meeting.
<u>AB196</u>	Revises certain provisions of NRS Chapter 641 related to the term "psychometrist", the registration of business entities, and creating a limitations period for complaints.	Passed and approved by the Governor on 5/29/2025; Requires regulation revisions, for which a regulation hearing has been noticed for the 12/12/2025 Board meeting.

**Board Office Statistics
Fiscal Year 26**

Item 8

		7/25	8/25	9/25	10/25	11/25	12/25	1/26	2/26	3/26	4/26	5/26	6/26	FY25 Totals
Psychologists	Licenses Issued	4	7	5	9	8								33
	Applications Received	6	7	9	8	5								35
Psychological Assistants	Registrations Issued	1	1	5	2	3								12
	Applications Received	4	1	1	2	0								8
Psychological Interns	Registrations Issued	2	1	0	0	1								4
	Applications Received	0	0	0	0	0								0
Psychological Trainees	Registrations Issued	4	11	1	1	0								17
	Applications Received	2	1	1	0	0								4
Non-Resident Consultants	Registrations Issued	0	0	1	0	0								1
Background Checks	Reviewed	0	0	0	0	0								0
Continuing Education	Applications Reviewed	3	2	2	3	1								11
State Exams	Administered	8	9	11	9	3								40
Complaints	Received	6	3	5	1	2								17
Totals		40	43	41	35	23	0	0	0	0	0	0	0	182

Current (12/8/2025) Active Licensees - 2025-26 biennium: 746

Current Applications and Registrations:

	App	Reg
Psychologists	143	
Psychological Assistants	11	32
Psychological Interns	4	8
Psychological Trainees	9	38

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

ANNUAL REPORT

JUNE 30, 2025

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

Table of Contents

	<u>Page</u>
Management’s Discussion and Analysis	1 - 3
Independent Auditor’s Report	4 - 6
Basic Financial Statements:	
Governmental Fund Balance Sheet and Statement of Net Position	7
Governmental Fund Revenue, Expenditures, and Changes in Fund Balance and Statement of Activities	8
Notes to the Financial Statements	9 - 24
Required Supplementary Information:	
Statements of Revenue and Expenditures – Budget and Actual – For the Two-Year Biennial Period Ended June 30, 2025	25
Supplemental Pension Information	26
Supplemental Net OPEB Information	27
Notes to the Required Schedules for the Net OPEB Liability	28
Report on Internal Control and Compliance:	
Independent Auditors’ Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with <i>Government Auditing Standards</i>	29 - 30

MANAGEMENT'S DISCUSSION AND ANALYSIS

The Board members' and management's discussion and analysis of the Nevada State Board of Psychological Examiner's (Board) financial condition and activities for the fiscal year ended June 30, 2025, is presented in conjunction with the audited financial statements.

Financial Highlights

- The Board's net position decreased \$84,308 during the current fiscal year.
- Program revenue for the fiscal year ended June 30, 2025, was \$262,891, representing a \$75,489 increase from the fiscal year ended June 30, 2024.

Overview of Annual Financial Report

Management's Discussion and Analysis (MD&A) serves as an introduction to, and should be read in conjunction with, the basic audited financial statements and supplementary information. The MD&A represents the Board members' and management's examination and analysis of the Board's financial condition and performance. Summary financial statement data, key financial and operational indicators used in the Board's strategic plan, budget, and other management tools were used for this analysis.

The Board uses the modified accrual basis of accounting for internal financial statement reporting. The financial statements have been prepared in accordance with generally accepted accounting principles as they apply to governmental units. The financial statements include a balance sheet, a statement of revenues, expenditures, and changes in fund balance, and notes to the financial statements.

The Governmental Fund Balance Sheet and Statement of Net Position presents the financial position of the Board on both the modified accrual basis under the general fund and the full accrual basis as net position. This statement provides information on the Board's assets, deferred outflows, liabilities, and deferred inflows, with the difference reported as net position. Over time, increases and decreases in net position are one indicator of whether the financial position of the Board is improving or deteriorating.

The Governmental Fund Balance Sheet and Statement of Net Position provides information about the nature and amounts of resources and obligations at year-end. The Governmental Fund Revenue, Expenditures and Changes in Fund Balance and Statement of Activities presents the results of the activities over the course of the fiscal year and information as to how the fund balance and net position changed during the year. The fund balance changes under the modified accrual method when revenue is received or the expenditure is made, while changes in net assets under the full accrual method are recorded as soon as the underlying event giving rise to the change occurs, regardless of the timing of the related cash flows. This statement also provides certain information about the Board's recovery of its costs.

The notes to financial statements provide required disclosures and other information that are essential to a full understanding of material data provided in the statements. The notes present information about the Board's accounting policies, significant account balances and activities, material risks, obligations, commitments, contingencies, and subsequent events, if any.

The financial statements were audited during the independent external audit process.

Financial Analysis

The basic financial statements, as well as the required supplementary information, the Statement of

Revenue and Expenditures - Budget and Actual, serve as the key financial data for the Board members' and management's monitoring and planning. The Budget is now being presented as a biennial budget representing the term of the licenses issued. Therefore, the previous fiscal year-end of June 30, 2024, is also presented, as is the current fiscal year end of June 30, 2025. Variances are based on the two-year actual.

Statements of Net Position

<u>As of June 30,</u>	<u>2025</u>	<u>2024</u>	<u>Variance</u>
Cash	\$ 522,987	\$ 313,163	\$ 209,824
Accounts receivable	-	-	-
Payroll tax overpayment receivable	3,099	3,099	-
Prepaid expenses	-	60	(60)
Lease asset, net of accumulated amortization	62,648	80,981	(18,333)
Deposits	1,500	1,500	-
Total assets	590,234	398,803	191,431
Deferred outflows of resources	139,898	72,235	67,663
Total assets and deferred outflows of resources	730,132	471,038	259,094
Liabilities	664,428	319,094	345,334
Deferred inflows of resources	41,205	32,102	9,103
Total liabilities and deferred inflows of resources	705,633	351,196	354,437
Net position	\$ 24,499	\$ 119,842	\$ (95,343)

The Board's net position remains strong at year end with adequate liquid assets to fulfill its responsibilities. The Board members and management believe the current financial condition and staff capabilities are sufficient to meet anticipated operating expenses and operational objectives.

Statements of Activities

<u>Years Ended June 30,</u>	<u>2025</u>	<u>2024</u>	<u>Variance</u>
Program revenue	\$ 262,891	\$ 187,402	\$ 75,489
Expenditures	(347,199)	(270,350)	(76,849)
Net program revenue	\$ (84,308)	\$ (82,948)	\$ 1,360

Revenue: The program revenue received by the Board is generated through the registration, renewal and licensure of Psychological Examiners. Total revenue received by the Board for fiscal year ended June 30, 2025, was \$262,891, representing a \$75,489 increase from the fiscal year ended June 30, 2024.

Expenses: Operating expenses for the fiscal year ended June 30, 2025, were \$347,199, representing an increase over the fiscal year ended June 30, 2024, of \$76,849. The increase primarily relates to increased payroll expenses. The increase in payroll expenses was due to the Board's decision to invest in its Board office by creating an additional full time Board office staff role using money it had on hand based upon the Board's continuing growth and the substantial increase in the Board office's work load. The Board's projected continued growth is expected to absorb that investment over time.

General Fund Budgetary Highlights

Total revenue received for the biennial period ended June 30, 2025, was less than the budgeted amount by \$98,586.

Total expenses were greater than the budgeted biennial amounts by \$43,689. The primary area where

expenses were higher were staff salaries and retirement expense, classified as personnel services, which increased for the reasons explained above.

Economic Factors and Next Year's Budgets and Rates

The Board is charged with, and given statutory authority, to provide public protection through the licensure and regulation of Psychologists. The Board provides direction of staff actions toward its mission of public protection through licensure and disciplinary measures.

To this end, the Board has implemented a variety of changes that include continued software development to automate various job functions which provides cost savings in personnel services. Staff has been directed to continue seeking areas in which operating expenses can be reduced without jeopardizing the high level of customer service the licensees and public have come to know.

Through the Board's review of the annual budget and monthly income and expense statements, it is expected that these tools will continue to provide the Board with sufficient long and short-term planning information.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

FINANCIAL STATEMENTS

JUNE 30, 2025

INDEPENDENT AUDITOR'S REPORT

To the Members of the Board
Nevada State Board of Psychological Examiners

Opinion

We have audited the accompanying financial statements of the Nevada State Board of Psychological Examiners (Board) as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the Board's basic financial statements, as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Board as of June 30, 2025, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Board, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Change in Accounting Principle

As discussed in Note 1 and Note 7 to the financial statements, the Board has adopted the provisions of Government Accounting Standards Board (GASB) Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions* GASB 75. The implementation of GASB 75 restated beginning net position as of June 30, 2024. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Board's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Board's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, pension information, and net OPEB information on pages 1-3, 26, and 27-28, respectively, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or

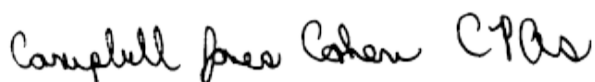
provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Nevada State Board of Psychological Examiner's basic financial statements. The budgetary comparison information on page 25 is presented for the purpose of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the budgetary comparison information is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated November 25, 2025, on our consideration of the Board's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Board's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Nevada State Board of Psychological Examiners internal control over financial reporting and compliance.



Campbell Jones Cohen CPAs

Las Vegas, Nevada
November 25, 2025

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

GOVERNMENTAL FUND BALANCE SHEET AND STATEMENT OF NET POSITION
JUNE 30, 2025

	General Fund	Adjustments (Note 8)	Government Wide
Assets:			
Cash and cash equivalents	\$ 522,987	\$ -	\$ 522,987
Payroll tax overpayment receivable	3,099	-	3,099
Prepaid expenses	-	-	-
Lease asset, net of accumulated amortization	-	62,648	62,648
Deposits	1,500	-	1,500
Total assets	<u>527,586</u>	<u>62,648</u>	<u>590,234</u>
Deferred Outflows of Resources -			
Pension	-	125,325	125,325
OPEB related	-	14,573	14,573
Total deferred outflow of resources	<u>-</u>	<u>139,898</u>	<u>139,898</u>
Total assets and deferred outflows of resources	<u><u>\$ 527,586</u></u>	<u><u>\$ 202,546</u></u>	<u><u>\$ 730,132</u></u>
Liabilities:			
Current Liabilities:			
Accounts payable	\$ 3,903	\$ -	\$ 3,903
Accrued interest payable	-	218	218
Payroll liabilities	24,924	-	24,924
Lease liability	-	17,093	17,093
Licensing fees received in advance	359,321	-	359,321
Net pension liability	-	198,328	198,328
Net OPEB liability	-	12,224	12,224
Total current liabilities	<u>388,148</u>	<u>227,863</u>	<u>616,011</u>
Non-current Liabilities:			
Lease liability, non-current	-	48,417	48,417
Total liabilities	<u>388,148</u>	<u>276,280</u>	<u>664,428</u>
Deferred Inflows of Resources -			
Pension requirement	-	39,860	39,860
OPEB related	-	1,345	1,345
Total liabilities and deferred inflows of resources	<u>388,148</u>	<u>317,485</u>	<u>705,633</u>
Fund Balance/Net Position:			
Fund balance:			
Unassigned	<u>139,438</u>	<u>(139,438)</u>	<u>-</u>
Total liabilities and fund balance	<u><u>\$ 527,586</u></u>		
Net position:			
Net investment in capital assets		62,648	62,648
Unrestricted		<u>(38,149)</u>	<u>(38,149)</u>
Total net position		<u><u>\$ 24,499</u></u>	<u><u>\$ 24,499</u></u>

The accompanying notes to the financial statements are an integral part of these financial statements.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

**GOVERNMENTAL FUND REVENUE, EXPENDITURES, AND CHANGES
IN FUND BALANCE AND STATEMENT OF ACTIVITIES
YEAR ENDED JUNE 30, 2025**

	General Fund	Adjustments (Note 8)	Government Wide
Expenditures/Expenses:			
Board operations	\$ 348,383	\$ (1,184)	\$ 347,199
Total expenditures/expenses	<u>348,383</u>	<u>(1,184)</u>	<u>347,199</u>
Program Revenue:			
Charges for services, licensing revenue	262,891	-	262,891
Net program revenue	<u>(85,492)</u>	<u>1,184</u>	<u>(84,308)</u>
Fund Balance/Net Position:			
Beginning of year	224,990	(105,148)	119,842
Prior period adjustment (Note 1)	<u>-</u>	<u>(11,035)</u>	<u>(11,035)</u>
End of year	<u><u>\$ 139,498</u></u>	<u><u>\$ (114,999)</u></u>	<u><u>\$ 24,499</u></u>

The accompanying notes to the financial statements are an integral part of these financial statements.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS

NOTE 1 - REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Nevada State Board of Psychological Examiners (Board), created in 1963, is the licensing and regulatory agency for the practice of Psychologists in the State of Nevada. The Board was created pursuant to and is regulated by Nevada Revised Statutes (NRS) Chapter 641.

The financial statements of the Board have been prepared in accordance with generally accepted accounting principles as applied to governmental units. The Governmental Accounting Standards Board (GASB) is the accepted standard setting body for establishing governmental accounting and financial reporting principles. The following is a summary of the accounting policies by the Board.

REPORTING ENTITY

Effective July 1, 2001, and as subsequently amended, NRS Chapter 353 was amended to exempt certain professional and occupational boards from the state budget act and the provisions governing the administration of state funding. The provisions of Chapter 353 do not apply to boards created pursuant to chapters 623 to 625A, inclusive, 628, 630 to 644A inclusive, 648, 654, and 656 of the NRS and the officers and employees thereof. Accordingly, the Board's budgeting and accounting practices and procedures have been removed from the oversight of the Department of Administration.

The Board is considered a special revenue fund for the State of Nevada. The Board's financial statements are not included in the financial statements of the State of Nevada since the State does not exercise financial or administrative control over the board. This is in conformance with GASB codification Section 2100, *Defining the Government Reporting Entity*.

BASIS OF PRESENTATION

The Board is defined as a single-program special-purpose entity under GASB Statement No. 14, paragraph 131 as amended by GASB Statement No. 39. This classification allows for the preparation of GASB 34 financial statements under an optional reporting method which combines the fund and government-wide statements into a single presentation. Under standard GASB 34 methodologies, the government-wide statement of net assets and statement of activities are presented independently from the respective fund balance sheet and statement of revenues, expenditures, and fund balance. A reconciliation of adjustments provided on the modified financial statements demonstrates the changes from the fund financial statements to the government-wide financial statements in order to assist the reader in evaluating these statements. The Board has utilized this optional method of presentation.

GASB Statement No. 62, *Codification of Accounting and Financial Reporting Guidance Contained in Pre-November 30, 1989 FASB and AICPA Pronouncements*, requires the Board to apply all applicable GASB pronouncements and, unless they conflict with or contradict GASB pronouncements all Financial Accounting Standards Board (FASB) Statements and Interpretations, Accounting Principles Board Opinions, and Accounting Research Bulletins issued on or before November 30, 1989. Accordingly, the Board has not applied FASB pronouncements issued after that date.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****NOTE 1 - REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****BASIS OF ACCOUNTING**

The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows.

Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenue is recognized as soon as it is both measurable and available. "Measurable" means the amount of the transaction can be determined, and "available" means collectable within the current period or soon enough thereafter to pay liabilities of the current period. Expenditures generally are recorded when a liability is incurred, as under accrual accounting.

FUND ACCOUNTING

Under Chapter 641.111 of the Nevada Revised Statutes, the general fund of the Board is used to account for the proceeds of specific revenue sources that are legally restricted to expenditures to be used solely for the Board's benefit. According to statute, any money deposited to the Nevada State Board of Psychological Examiners does not revert to the State of Nevada's general fund. The net assets of the general fund are restricted solely to be used by the Board to meet its obligation of licensing and regulating the practice of psychology in the state of Nevada.

BUDGET DATA

The Board prepares an annual budget. The budget is prepared on a basis similar to generally accepted accounting principles under the modified accrual basis of accounting. All annual appropriations lapse at fiscal year-end.

CASH AND CASH EQUIVALENTS

Cash is maintained in a bank account in the state of Nevada. By statute, all cash must be deposited in entities located in the state of Nevada.

CAPITAL ASSETS

Capital assets, which include furniture, fixtures, equipment, and right-of-use lease assets are reported in the government-wide financial statements. Capital assets are defined by the Board as assets with an initial, individual cost of \$2,500 and an estimated useful life of at least one year. Such assets are recorded at historical cost. Donated assets are recorded at estimated fair market value at the date of donation. The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend asset lives are expensed as incurred. Capital assets are depreciated using the straight-line method over 3 to 20 years.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 1 - REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

LICENSING FEES RECEIVED IN ADVANCE

By provisions of statute, the Board administers its licensing registration on a biennial period, due on the first day of January of each odd-numbered year. Licensing fees received in advance represent revenue from license renewals that relate to each annual period over two fiscal years. The current biennial period ends December 31, 2026, therefore revenue amounts received and to be recognized during the next eighteen months of the current biennial period are included as deferred revenue at June 30, 2025, per the Board's revenue recognition policy.

DEFERRED OUTFLOWS AND INFLOWS OF RESOURCES

In addition to assets, a separate section is reported for deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net position that applies to a future period and will not be recognized as an outflow of resources (expense/expenditure) until then. The changes in proportion and differences between employer contributions and proportionate share of contributions as well as contributions made after the measurement period for pensions qualify for reporting in this category.

In addition to liabilities, a separate section is reported for deferred inflows of resources. This separate financial statement element, deferred inflows of resources, represents an acquisition of net position that applies to a future period and will not be recognized as an inflow of resources (revenue) until that time. Differences between expected and actual experience and between projected and actual investment earnings on pension plan investments and other post-employment benefits qualify for reporting in this category.

FUND EQUITY AND NET POSITION

As defined in GASB Statement No. 54, in the governmental fund financial statement, fund balances are classified as follows:

Non-spendable – represents amounts that are either not in a spendable form or are legally or contractually required to remain intact. Prepaid expenses are classified as nonspendable fund balance.

Restricted – amounts that can be used only for specific purposes due to (a) constitutional provisions or enabling legislation or (b) externally imposed constraints.

Committed – amounts that can be used only for specific purposes due to a formal action of the governing body.

Assigned – amounts intended to be used for specific purposes that do not meet the criteria to be classified as restricted or committed.

Unassigned – represents all amounts not included in other classifications.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 1 - REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

FUND EQUITY AND NET POSITION (CONTINUED)

The Board's policy is to first apply expenditures against restricted fund balances. In instances where an unrestricted fund balance type could be used, it is the Board's policy to first apply expenditures against committed fund balances. On an annual basis, when applicable, assigned fund balances are determined based upon available resources.

In the government-wide financial statements, net position is classified, as follows:

- Net investment in capital assets – amount of capital assets, net of accumulated depreciation and lease assets, net of accumulated amortization and any related debt.
- Restricted net position – consists of net position with constraints placed on their use either by (1) external groups such as creditors, grantors, contributors, or laws and regulations of other governments; or (2) law through constitutional provisions or enabling legislation.
- Unrestricted net position – amounts not included in other classifications.

The Board's policy is to first apply restricted net position when an expenditure is incurred for which both restricted and unrestricted net position are available.

PENSIONS

For purposes of measuring the net pension liability, deferred outflows of resources, deferred inflows of resources and pension expense, information about the fiduciary net position of the Public Employees' Retirement System of Nevada (PERS) and additions to/deductions from PERS's fiduciary net position have been determined on the same basis as they are reported by PERS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

BASIS FOR FIRST-YEAR REPORTING – POSTEMPLOYMENT BENEFITS OTHER THAN PENSIONS

During the current fiscal year, the Board met the eligibility thresholds that require recognition of its proportionate share of the State of Nevada's net OPEB liability under GASB Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*. Prior to the current year, the Board's participation level was below required measurement thresholds, and therefore OPEB was not previously reported.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 1 - REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

BASIS FOR FIRST-YEAR REPORTING – POSTEMPLOYMENT BENEFITS OTHER THAN PENSIONS (CONTINUED)

Accordingly, the implementation resulted in a restatement of beginning net position to reflect the cumulative effect of recognizing the net OPEB liability and related deferred inflows/outflows of resources as of the measurement date as shown below:

Net OPEB liability recognized	\$ 12,224
Deferred outflows/inflows (net)	(1,189)
Total Restatement	<u>\$ 11,035</u>

POSTEMPLOYMENT BENEFITS OTHER THAN PENSIONS (OPEB)

For purposes of measuring the net OPEB liability, related deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the Self Insurance Trust Fund, Public Employees' Benefits Program (PEBP) and additions to/deductions from PEBP's fiduciary net position have been determined on the same basis as they are reported by PEBP. For this purpose, PEBP recognizes benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. PEBP's cash and cash equivalents consist of short-term, highly liquid investments that are both (a) readily convertible to known amounts of cash and (b) so near to maturity that they present insignificant risk of changes in value due to changing interest rates.

USE OF ESTIMATES

The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and reported amount of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

NEW ACCOUNTING PRONOUNCEMENTS

As of July 1, 2024, the Board adopted the provisions of GASB Statement No. 101, *Compensated Absences* (GASBS 101). The objective of this statement is to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences by governments. This statement increases the usefulness of governments' financial statements by aligning the recognition and measurement guidance under a unified model and by amending certain previously required disclosures. This statement required that liabilities for compensated absences be recognized for leave that has not been used, and leave that has been used but not yet paid in cash or settled through noncash means. The adoption of this standard had no material impact on the Board's financial statements.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 1 - REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

NEW ACCOUNTING PRONOUNCEMENTS (CONTINUED)

As of July 1, 2024 the Board adopted the provisions of GASB Statement No. 102, *Certain Risk Disclosures* (GASBS 102). The objective of this statement is to better assess whether a concentration or constraint makes the primary government reporting unit or other reporting units that report a liability for revenue debt vulnerable to the risk of a substantial impact. This statement will improve financial reporting by providing users of the financial statements with essential information that currently is not often provided. The disclosures will provide users with timely information regarding certain concentration or constraints and related events that have occurred or have begun to occur that make a government vulnerable to a substantial impact. The adoption of this standard had no material impact on the Board's financial statements.

NOTE 2 - COMPLIANCE WITH NEVADA REVISED STATUTES AND NEVADA ADMINISTRATIVE CODE

The Board conformed to all significant statutory constraints on its financial administration during the fiscal year.

NOTE 3 - CASH AND CASH EQUIVALENTS

The Board maintains its checking accounts in one major commercial bank. The account is insured by the Federal Deposit Insurance Corporation up to \$250,000.

The bank balance at June 30, 2025, totaled \$522,987. At June 30, 2025, approximately \$272,987 of funds exceeded FDIC Insurance.

NOTE 4 - CAPITAL ASSETS

The Board has custodial responsibility to the State of Nevada for right-of-use assets acquired with resources of the Board. The capital asset activity during the years ended June 30, 2024 and 2025 are as follows:

	2024	Increases	Decreases	2025
Lease asset	\$ 89,212	\$ -	\$ -	\$ 89,212
Less: accumulated amortization	(8,231)	(18,333)	-	(26,564)
	<u>\$ 80,891</u>	<u>\$ (18,333)</u>	<u>\$ -</u>	<u>\$ 62,648</u>

NOTE 5 - LEASES

The Board currently leases office space in Las Vegas, Nevada. The initial lease term began February 1, 2024, and expires January 31, 2029. Payments are due monthly in the amount of \$1,500 with an annual escalation based upon the Consumer Price Index, not to exceed a 3.0% escalation per annum.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 5 – LEASES (CONTINUED)

In addition, the Board leases a copy machine, with monthly payments due in the amount of \$89, and a lease expiration date of January 31, 2026.

The lease assets consist of the following at June 30, 2025:

Lease assets, office	\$ 86,589
Lease assets, copy machine	2,623
Accumulated amortization	(26,564)
	<u>\$ 62,648</u>

Future minimum lease payments are required as follows during the years ended June 30:

	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2026	\$ 17,093	\$ 2,301	\$ 19,394
2027	17,722	1,613	19,335
2028	19,033	882	19,915
2029	11,662	156	11,818
	<u>\$ 65,510</u>	<u>\$ 4,952</u>	<u>\$ 70,462</u>

Lease liability activity is as follows:

<u>2024</u>	<u>Increases</u>	<u>Decreases</u>	<u>2025</u>	<u>Current Portion</u>
\$ 81,830	\$ -	\$ (16,320)	\$ 65,510	\$ 17,093

NOTE 6 - PENSIONS

GENERAL INFORMATION ABOUT THE PENSION PLANPlan Description

PERS (System) administers a cost-sharing, multiple-employer, defined benefit public employees' retirement system which includes both Regular and Police/Fire members. The System was established by the Nevada Legislature in 1947, effective July 1, 1948.

The System is administered to provide a reasonable base income to qualified employees who have been employed by a public employer and whose earning capacities have been removed or substantially impaired by age or disability.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 6 - PENSIONS (CONTINUED)

Benefits Provided

- a) Benefits, as required by the Nevada Revised Statutes (NRS or statute), are determined by the number of years of accredited service at time of retirement and the member's highest average compensation in any 36 consecutive months with special provisions for members entering the System on or after January 1, 2010 and July 1, 2015. Benefit payments to which participants or their beneficiaries may be entitled under the plan include pension benefits, disability benefits, and survivor benefits.

Monthly benefit allowances for members are computed as 2.5% of average compensation for each accredited year of service prior to July 1, 2001. For service earned on and after July 1, 2001, this multiplier is 2.67% of average compensation. For members entering the System on or after January 1, 2010, there is a 2.5% multiplier, and for regular members enter the System on or after July 1, 2015, there is a 2.25% factor.

- b) The System offers several alternatives to the unmodified service retirement allowance which, in general, allow the retired employee to accept a reduced service retirement allowance payable monthly during his or her lifetime and various optional monthly payments to a named beneficiary after his or her death.
- c) Post-retirement increases are provided by authority of NRS 286.575 - 286.579.

Vesting

- a) Regular members entering the System prior to January 1, 2010, are eligible for retirement at age 65 with five years services, at age 60 with 10 years of service, or at any age with thirty years of service. Regular members entering the System on or after January 1, 2010, are eligible for retirement at age 65 with 5 years of service or age 62 with 10 years of service, or at any age with 30 years of service. Regular members who entered the System on or after July 1, 2015, are eligible for retirement at age 65 with 5 years of service, or at age 62 with 10 years of service, or at age 55 with 30 years of service, or at any age with 33 1/3 years of service.
- b) The normal ceiling limitation on monthly benefits allowances is 75% of average compensation. However, a member who has an effective date of membership before July 1, 1985, is entitled to a benefit of up to 90% of average compensation. Both Regular and Police/Fire members become fully vested as to benefits upon completion of five years of service.

Contributions

- a) The authority for establishing and amending the obligation to make contributions and member contribution rates is set by statute. New hires, in agencies which did not elect the Employer-Pay Contribution (EPC) plan prior to July 1, 1983, have the option of selecting one of two contribution plans.
- b) In one plan, contributions are shared equally by employer and employee. In the other plan, employees can take a reduced salary and have contributions made by the employer (EPC).

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 6 - PENSIONS (CONTINUED)

Contributions (CONTINUED)

- c) The System's basic funding policy provides for periodic contributions at a level pattern of cost as a percentage of salary throughout an employee's working lifetime in order to accumulate sufficient assets to pay benefits when due.
- d) The System receives an actuarial valuation on an annual basis indicating the contribution rates required to fund the System on an actuarial reserve basis. Contributions made are in accordance with the required rates established by the Nevada Legislature. These statutory rates are increased/decreased pursuant to NRS 286.421 and 286.450.
- e) The actuary funding method used is the Entry Age Normal Cost Method. It is intended to meet the funding objective and results in a relatively level long-term contribution requirement as a percentage of salary.
- f) For the fiscal year ended June 30, 2024, the Statutory Employer/employee matching rate was 17.50% for Regular employees and the Employer-pay contribution (EPC) rate was 33.50% for Regular employees.

PENSION LIABILITIES, PENSION EXPENSE, AND DEFERRED OUTFLOWS OF RESOURCES AND DEFERRED INFLOWS OF RESOURCES RELATED TO PENSIONS

At June 30, 2025, the Board reported a liability of \$198,328 for their proportionate share of the net pension liability. The net pension liability for the plan in total was measured at June 30, 2024, and determined by an actuarial valuation as of that date. The Board's proportionate share of the total net pension liability was based on the ratio of actual contributions of \$15,785 paid to PERS for the year ended June 30, 2024, relative to the actual contributions of \$1,438,033,208 from all participating employers. At June 30, 2024, the Board's proportionate share was .00110%.

For the year ended June 30, 2025, the Board recognized pension expense of \$54,936. Amounts totaling \$12,322 resulting from Board contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ended June 30, 2025.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 6 - PENSIONS (CONTINUED)

At June 30, the Board reported deferred outflows of resources and deferred inflows of resources related to pension from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Balance of Deferred Outflows and Inflows Due to:		
Differences between expected and actual experience	\$ 42,074	\$ -
Changes of assumptions	12,797	-
Net difference between projected and actual earnings on pension plan investments	-	19,538
Changes in proportion and differences between employer contributions and proportionate share of contributions	58,132	20,322
Contributions subsequent to the measurement date	12,322	-
Total	<u>\$ 125,325</u>	<u>\$ 39,860</u>

Amounts reported as deferred outflows of resources and deferred inflows of resources related to pension, without regard to the contributions subsequent to the measurement date, are expected to be recognized in pension expense as follows:

Year ending June 30:	
2026	\$ 5,191
2027	25,148
2028	1,880
2029	(28)
2030	3,218
And thereafter	-

Actuarial Assumptions

The System's net pension liability was measured as of June 30, 2024, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of that date. The total pension liability was determined by an actuarial valuation as of that date.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 6 - PENSIONS (CONTINUED)

Actuarial Assumptions (CONTINUED)

The total pension liability was determined using the following actuarial assumption, applied to all periods included in the measurement:

Inflation rate	2.50%
Productivity pay increase	0.50%
Projected salary increases	4.20% to 9.10%, depending on service Rates including inflation and productivity increases
Investment rate of return	7.25%
Consumer price index	2.75%
Other assumptions	Same as those used in the June 30, 2024, funding actuarial valuation

Actuarial assumptions used in the June 30, 2024, valuation were based on the results of the experience study for the period July 1, 2016 through June 30, 2020.

The discount rate used to measure the total pension liability was 7.25% as of June 30, 2024. The projection of cash flows used to determine the discount rate assumed that employee and employer contributions will be made at the rate specified in statute. Based on that assumption, the pension plan's fiduciary net position at June 30, 2024, was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability as of June 30, 2024.

Investment Policy

The System's policies which determine the investment portfolio target asset allocation are established by the Retirement Board. The asset allocation is reviewed annually and is designed to meet the future risk and return needs of the System. The following was the Retirement Board's adopted policy target asset allocation as of June 30, 2024:

Long-Term Geometric Expected Real Rate of		
	Target Allocation	Return*
Domestic Equity	34%	5.50%
International Equity	14%	5.50%
Domestic Fixed Income	28%	2.25%
Private Markets	12%	6.65%
Short-term investments	12%	0.50%

*As of June 30, 2024, PERS' long-term inflation assumption was 2.50%.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 6 - PENSIONS (CONTINUED)

Discount Rate and Pension Liability Discount Rate Sensitivity

The following presents the net pension liability of the PERS as of June 30, 2024, calculated using the discount rate of 7.50%, as well as what the PERS net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower (6.50%) or 1 percentage-point higher (8.50%) than the current discount rate:

<u>Discount Rate</u>	<u>1% Decrease (6.50%)</u>	<u>Current Rate (7.50%)</u>	<u>1% Increase (8.50%)</u>
Proportionate share of the Net Pension Liability / (Asset)	\$ 319,609	\$ 198,328	\$ 99,034

Pension Plan Fiduciary Net Position

Additional information supporting the Schedule of Employer Allocations and the Schedule of Pension Amounts by Employer is located in the PERS Comprehensive Annual Financial Report (CAFR) available on the PERS website at www.nvpers.org under Quick Links-Publications.

NOTE 7 - SYSTEM POSTEMPLOYMENT BENEFITS OTHER THAN PENSIONS

In June 2015, the GASB issued Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits other than Pensions*, which requires the liability of employers and non-employers contributing entities to employees for defined benefit other postemployment benefits (OPEB) to be measured as the portion of the present value of projected benefit payments to be provided to current active and inactive employees that is attributed to those employees past periods of service, less the amount of the OPEB plan's fiduciary net position.

Plan Description

Employees of the Board are provided with OPEB through the Self Insurance Trust Fund, Public Employees' Benefits Program (PEBP) – a cost-sharing multiple-employer defined benefit OPEB plan administered by the Public Employees' Benefits Program Board (PEBP Board), which was created in 1983 by the Nevada Legislature to administer group health, life and disability insurance for covered employees, both active and retired, of the State of Nevada (State), and certain other participating public employers within the State. PEBP does not provide for refunds of employee contributions. The Self Insurance Trust Fund issues a publicly available financial report that can be obtained on the PEBP website. The Board is reporting plan information consistent with the PEBP's accounting methods and assumptions as disclosed in the annual report. No information has come to our attention that indicates significant changes to the plan's disclosures.

OPEB Benefits

PEBP provides medical, dental, vision, mental health and substance abuse benefits, and also offers fully insured HMO products. Long-term disability and life insurance benefits are fully insured by outside carriers.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 7 - SYSTEM POSTEMPLOYMENT BENEFITS OTHER THAN PENSIONS (CONTINUED)

Contributions

Per NRS 287 contribution requirements of the participating entities and covered employees are established and may be amended by the PEBP Board. The Board's contractually required contribution for the year ended June 30, 2025 \$746, actuarially determined as an amount that is expected to finance the costs of benefits earned by employees during the year. Employees are not required to contribute to the OPEB plan.

OPEB liabilities, OPEB Expense, Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

At June 30, 2025, the Board reported a liability of \$12,224 for its proportionate share of the collective net OPEB liability. The net OPEB liability was measured as of June 30, 2024 and the total OPEB liability used to calculate the collective net OPEB liability was determined by an actuarial valuation as of that date. The Board's proportion of the net OPEB liability was based on a projection of the Board's long-term share of contributions to the OPEB plan relative to the projected contributions of all participating state agencies, actuarially determined. OPEB plan relative to the total contributions of all participating OPEB employers and members. At June 30, 2024, the Board's proportion was 0.0009%

For the year ended June 30, 2025, the Board recognized OPEB expense in the amount of \$5,183 due to changes in the proportion of deferred outflows of resources as reported below. Board contributions totaling \$746 for the year ended June 30, 2025, made subsequent to the measurement date will be recognized as a reduction of the net OPEB liability in the following year. The Board reposted deferred outflows of resource and deferred inflows of resources related to OPEB from the following sources:

	June 30, 2025	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Balance of Deferred Outflows and Inflows Due to:		
Differences between expected and actual experience	\$ -	\$ 156
Changes of assumptions	-	1,186
Net difference between projected and actual investment earnings on OPEB plan investments	-	3
Changes in proportion and differences between State contributions and proportionate share of contributions	11,347	-
State contributions subsequent to the measurement date	3,226	-
Total	<u>\$ 14,573</u>	<u>\$ 1,345</u>

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 7 - SYSTEM POSTEMPLOYMENT BENEFITS OTHER THAN PENSIONS (CONTINUED)

OPEB liabilities, OPEB Expense, Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (CONTINUED)

Amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB, without regard to the contribution subsequent to the measurement date, will be recognized in OPEB expense as follows:

Year ending June 30:	
2026	\$ 2,029
2027	2,426
2028	2,426
2029	<u>2,454</u>
	<u>\$ 9,335</u>

Actuarial assumptions

The total OPEB liability at June 30, 2025 was determined by using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified:

Inflation	2.50%
Salary increases	4.20% to 9.10%
Investment rate of return	3.93%
Healthcare cost trend rates	8.0% for 2025, see report for additional years

Healthy mortality rates were based on the Headcount-weighted MP-2020 Pub-2010 Public Retirement Plans General Mortality Table for civilians, and Headcount-weighted MP-2020 Pub-2010 Public Retirement Plans Safety Mortality Table for officers. For Disabled participants, the Pub-2010 Public Retirement Plans Safety Disabled Mortality Table weighted by Headcount, projected by MP-2020 was used for officers, and the Pub-2010 Public Retirement Plans General Disabled Mortality Table weighted by Headcount, projected by MP-2020 was used for civilians.

The actuarial assumptions used in the June 30, 2024 valuation was based on the results of an actuarial valuation date of September 10, 2021, adjusted by using roll-forward procedures to determine the liability at the measurement date.

Discount rate

The discount rate basis under GASB 75 is required to be based on a yield or index rate for 20-year, tax-exempt general obligation municipal bonds with an average rating of AA/Aa or higher. The Bond Buyer General Obligation 20-Bond GO Index is used for determination of the discount rate.

The discount rate used to measure the total OPEB liability was 3.93%. Additional detail regarding the discount rates as of June 30, 2024 are provided in the "Actuarial Assumptions and Methods" section of the report provided by the PEBP Board.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 7 - SYSTEM POSTEMPLOYMENT BENEFITS OTHER THAN PENSIONS (CONTINUED)

Sensitivity of the Board's Proportionate Share of the Net OPEB Liability to Changes in the Discount Rate

The following presents the Board's proportionate share of the collective net OPEB liability, as well as what the Board's proportionate share of the collective net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (2.93 percent) or 1-percentage-point higher (4.93 percent) than the current discount rate:

	1% Decrease (2.93%)	Current Rate (3.93%)	1% Increase (4.93%)
Board's proportionate share of the collective net OPEB liability	\$ 13,401	\$ 12,224	\$ 12,878

OPEB Plan Fiduciary Net Position

Detailed information about the OPEB plan's fiduciary net position is available in the separately issued PEBP financial report.

NOTE 8 - CONVERSION TO GOVERNMENT-WIDE FINANCIAL STATEMENTS

Adjustments on the face of the financial statements were made to the fund balance sheet and statement of revenue, expenditures, and changes in fund balance in order to reconcile the fund financial statements to the government-wide statements of net position and activities. These adjustments detail the effect of the deferred inflows and outflows of resources due to the pension requirements that net to \$85,465 and net pension liability of \$198,328. Additionally, these adjustments detail the effect of the deferred inflows and outflows of resources to OPEB requirements that net to \$13,228, and a net OPEB liability of \$12,224. Finally, the adjustments detail the capitalization of the lease assets of \$89,212, and accumulated amortization of \$26,564, and related lease liability, which totals \$65,510. The change to fund balance for the fiscal year is a decrease of \$1,184, with the cumulative change as of June 30, 2025, amounting to a decrease of \$114,999.

NOTE 9 – COMPENSATED ABSENCES

The Board provides its employees with vacation and sick leave that accumulates each month at rates based on total amount of years employed at the board. Accrued leave that is accrued in excess of 30 working days must be used by January 1st each year, after which it will be forfeited, unless otherwise approved by the Board.

Compensated absences balances were as follows for the years ended June, 30:

2025	2024	Change
\$ 6,878	\$ 6,878	\$ -
\$ 6,878	\$ 6,878	\$ -

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

NOTE 10 - CONTINGENCIES

The Board, in the normal course of its activities, is involved in various claims and litigation. The Board currently has no known claims or lawsuits pending.

NOTE 11 - DATE OF MANAGEMENT'S REVIEW

The Organization has evaluated subsequent events through November 25, 2025, which is the date the financial statements were available to be issued.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

STATEMENTS OF REVENUE AND EXPENDITURES - BUDGET AND ACTUAL
FOR THE TWO-YEAR BIENNIAL PERIOD ENDED JUNE 30, 2025

	Original and Final Biennial Budget	Actual Amounts Budgetary Basis 2025	Actual Amounts Budgetary Basis 2024	Biennial Total	Variance to Final Budget Favorable (Unfavorable)
Revenue:					
Application fees	\$ 49,445	\$ 33,512	\$ 23,027	\$ 56,539	\$ 7,094
Examination fees	31,000	18,052	15,527	33,579	2,579
License fees	455,244	195,627	141,597	337,224	(118,020)
Other operating fees	13,190	15,700	7,251	22,951	9,761
Total revenue	<u>548,879</u>	<u>262,891</u>	<u>187,402</u>	<u>450,293</u>	<u>(98,586)</u>
Expenditures:					
Operating					
Amortization	\$ -	\$ 18,333	\$ 15,281	\$ 33,614	\$ (33,614)
Attorney fees	70,000	43,270	36,064	79,334	(9,334)
Bank fees	3,300	14,556	93	14,649	(11,349)
Dues and registration	10,000	2,140	4,159	6,299	3,701
Information technology	2,200	5,973	4,838	10,811	(8,611)
Miscellaneous	1,650	500	614	1,114	536
Office	6,850	341	3,176	3,517	3,333
Operating expenses	-	-	1,945	1,945	(1,945)
Postage and shipping	1,450	1,071	197	1,268	182
Printing and copying	3,250	570	343	913	2,337
Professional fees	55,050	25,308	25,676	50,984	4,066
Rent	36,500	-	-	-	36,500
Supplies	750	1,970	458	2,428	(1,678)
Telephone and internet	3,200	558	1,349	1,907	1,293
Tort Claim	2,400	1,164	-	1,164	1,236
Total operating	<u>196,600</u>	<u>115,754</u>	<u>94,193</u>	<u>209,947</u>	<u>(13,347)</u>
Personnel services					
Board per diem	14,000	5,850	7,500	13,350	650
Health insurance	-	5,183	2,825	8,008	(8,008)
Other	1,875	3,132	1,783	4,915	(3,040)
Payroll taxes	48,000	14,220	5,340	19,560	28,440
Retirement	80,000	54,936	50,155	105,091	(25,091)
Staff benefits reserve	21,500	-	3,964	3,964	17,536
Staff salaries	197,160	136,586	95,236	231,822	(34,662)
Workers compensation	2,000	987	705	1,692	308
Total personnel services	<u>364,535</u>	<u>220,894</u>	<u>167,508</u>	<u>388,402</u>	<u>(23,867)</u>
Travel					
In state	1,500	587	1,045	1,632	(132)
Out of state	11,300	7,089	6,068	13,157	(1,857)
Total travel	<u>12,800</u>	<u>7,676</u>	<u>7,113</u>	<u>14,789</u>	<u>(1,989)</u>
Interest	<u>(75)</u>	<u>2,875</u>	<u>1,536</u>	<u>4,411</u>	<u>4,486</u>
Total expenditures	<u>573,860</u>	<u>347,199</u>	<u>270,350</u>	<u>617,549</u>	<u>(43,689)</u>
Deficiency of revenue under expenditures	<u>\$ (24,981)</u>	<u>\$ (84,308)</u>	<u>\$ (82,948)</u>	<u>\$ (167,256)</u>	<u>\$ (142,275)</u>

See accompanying independent auditor's report.

SUPPLEMENTAL PENSION INFORMATION

SCHEDULE OF CHANGES IN NET PENSION LIABILITY
LAST TEN FISCAL YEARS

	2024	2023	2022	2021	2020	2019	2018	2017
Portion of the net pension liability (asset)	0.00110%	0.00080%	0.00059%	0.00084%	0.00073%	0.00095%	0.00095%	0.00051%
Proportionate share of the net pension liability (asset)	\$ 198,328	\$ 145,660	\$ 106,870	\$ 76,463	\$ 101,563	\$ 129,905	\$ 129,645	\$ 67,952
Covered payroll	140,823	84,786	67,263	50,850	60,466	60,739	63,250	63,827
Proportionate share of the net pension liability (asset) as a percentage of its covered payroll	140.83%	171.80%	158.88%	150.37%	167.97%	213.87%	204.97%	106.46%
Plan fiduciary net position as a percentage of the total pension liability	12.35%	50.00%	47.50%	63.80%	84.75%	76.46%	75.24%	74.42%

SCHEDULE OF CONTRIBUTIONS
LAST TEN FISCAL YEARS

	2025	2024	2023	2022	2021	2020	2019	2018
Contractually required contributions	\$ 24,644	\$ 14,837	\$ 21,534	\$ 15,128	\$ 17,686	\$ 9,183	\$ 9,171	\$ 9,255
Contributions in relation to contractually required contributions	(24,644)	(15,430)	(21,534)	(14,500)	(17,552)	(9,183)	(9,171)	(9,255)
Contribution deficiency (excess)	\$ -	\$ (593)	\$ -	\$ 628	\$ 134	\$ -	\$ -	\$ -
Board's covered payroll	\$ 140,823	\$ 84,786	\$ 67,263	\$ 50,850	\$ 60,466	\$ 60,739	\$ 63,250	\$ 63,827
Contributions as a percentage of covered payroll	17.50%	17.50%	29.75%	28.52%	29.03%	15.12%	14.50%	14.50%

Note: GASB Statement No. 68 requires ten years of information to be presented in this table. However, until ten years of data is available, the Board will present information only for those years for which information is available.

SUPPLEMENTAL NET OPEB INFORMATION

SCHEDULE OF PROPORTIONATE SHARE OF THE NET OPEB LIABILITY

<u>Year Ended</u>	<u>Board's proportion of the Net OPEB Liability</u>	<u>Proportionate Share of the Net OPEB Liability</u>	<u>Actual Covered Member Payroll</u>	<u>Net OPEB Liability as a Percentage of Covered Payroll</u>	<u>Net Position as a Percentage of Net OPEB Liability</u>
6/30/2025	0.0035%	\$ 12,224	\$ 140,823	8.68%	980.38%

The data provided in the schedule is based as of the measurement date of Net OPEB Liability, which is as of the beginning of the Board's fiscal year.

SCHEDULE OF THE BOARD'S CONTRIBUTIONS FOR THE NET OPEB LIABILITY

<u>Year Ended</u>	<u>Statutorily Required Contribution</u>	<u>Actual Employer Contributions</u>	<u>Contribution Excess/(Deficiency) (Deficiency)</u>	<u>Actual Covered Member Payroll</u>	<u>Contributions as a Percentage of Covered Payroll</u>
6/30/2025	\$ 586	\$ 746	\$ 160	\$ 140,823	0.53%

Note: These schedules are intended to show information for ten years. Additional years will be displayed as they become available.

NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

NOTES TO THE REQUIRED SCHEDULES FOR THE NET OPEB LIABILITY

Valuation Date June 30, 2024

Methods and Assumptions used to determine contribution rates:

Actuarial Cost Method Entry Age Normal – Level % of Salary

Asset Valuation Method Market Value of Assets

Mortality

Healthy Mortality

Officers: Pub-2010 Public Retirement Plans Safety Mortality Table weighted by Headcount, projected by MP-2020

Civilians: Pub-2010 Public Retirement Plans General Mortality Table weighted by Headcount, projected by MP-2020

Disabled Mortality

Officers: Pub-2010 Public Retirement Plans Safety Disabled Mortality Table weighted by Headcount, projected by MP-2020

Civilians: Pub-2010 Public Retirement Plans General Disabled Mortality Table weighted by Headcount, projected by MP-2020

**INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL
REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN
AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE
WITH *GOVERNMENT AUDITING STANDARDS***

To the Members of the Board
Nevada State Board of Psychological Examiners

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities and the fund information of the Nevada State Board of Psychological Examiners (Board), as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the Board's basic financial statements, and have issued our report thereon dated November 25, 2025.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered Nevada State Board of Psychological Examiner's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Nevada State Board of Psychological Examiner's internal control. Accordingly, we do not express an opinion on the effectiveness of the Board's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

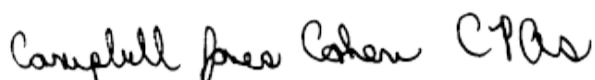
Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Nevada State Board of Psychological Examiner's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Board's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Board's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

A handwritten signature in black ink that reads "Campbell Jones Cohen CPAs". The signature is written in a cursive, flowing style.

Campbell Jones Cohen CPAs

Las Vegas, Nevada
November 25, 2025

Nevada Board of Psychological Examiners Board Meeting Staff Report

DATE: December 12, 2025

ITEM:

- 13 - (For Possible Action) Discussion and Possible Action to Approve Moving Forward with Regulatory Language that Provides for Criminal and Other Conduct as a Basis for Disciplinary Action and the Duty of Licensees to Report Such Conduct.

SUMMARY:

The Nevada Board of Psychological Examiners (NBOPE) was recently made aware that, unlike many other Nevada licensing boards, it does not provide for disciplinary action against a licensee who is charged with and/or been convicted of criminal conduct beyond that which is related to the profession – in NBOPE’s case, the practice of psychology. Also unlike some other licensing boards, NBOPE does not have a specific conduct reporting requirement beyond its biennial renewal disciplinary/conduct reporting form. To that end, it was suggested that NBOPE consider adopting regulations similar to those of other licensing boards that:

- permit disciplinary action against a psychologist for criminal and other conduct so that it can pursue disciplinary action for a licensee’s conduct beyond that which only concerns the practice of psychology; and
- require that licensees report to the Board within a certain time frame any criminal and other conduct.

Before considering specific regulatory language that provides for criminal and other conduct as a basis for disciplinary action, NBOPE needs to determine whether it wants to draft and include some version of the language that other licensing boards have that permits them to pursue disciplinary action against a licensee for criminal and/or other conduct beyond that which is related to the profession, and whether it wants to impose a reporting requirement for such conduct. The publicly-available statutes and regulations of other licensing boards that provide for disciplinary action for criminal and other conduct range:

- from broadly stated provisions to listing specific criminal activity and other conduct; and
- permitting disciplinary action based on both criminal charges/civil actions and convictions/judgments to only permitting disciplinary action on criminal convictions and/or civil judgments.

As for other licensing boards’ conduct reporting requirements, they vary in the timeframes for reporting (i.e., 24 hours, 10 days, 15 days, 30 days) and on what is required to be reported.

Should NBOPE decide to draft and include regulatory language related to criminal and/or other conduct that extends beyond the practice of psychology and any reporting requirements, it will need to determine the scope and extent of that regulatory language. The examples from other licensing boards may be informative as to that determination.