

**BEFORE THE BEHAVIORAL HEALTH PROFESSIONALS BOARD
OF THE STATE OF IOWA**

RE: Social Work License of DENNIS DOZIER License No. 06670 RESPONDENT	CASE NO.: 23-0387 SETTLEMENT AGREEMENT AND FINAL ORDER
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COMES NOW the Iowa Board of Behavioral Health Professionals (“Board”) and Dennis Dozier (“Respondent”), pursuant to Iowa Code §§ 17A.10(2), 272C.3(4), and chapter 154C, enter into this Settlement Agreement and Final Order (“Settlement Agreement”).

1. Iowa License. Respondent was issued mental health counselor license no. 06670 on April 4, 2006. Respondent’s license next expires on December 31, 2026, but is currently suspended due to an Emergency Adjudicative Order issued by the Board on March 13, 2025.

2. Jurisdiction. The Board has jurisdiction in this matter pursuant to Iowa Code chapters 17A, 147, 154C, and 272C as well as 645 Iowa Administrative Code Chapter 283.

A. STIPULATIONS

3. Practice Setting: Respondent practiced under Iowa social work license no. 06670 in Cedar Rapids, Iowa during the time-period relevant to these allegations.

4. Statement of Charges: On or about March 13, 2025, the Iowa Board of Behavioral Health Professionals¹ found probable cause to file a Notice of Hearing and Statement of Charges in this matter. The Board also issued an Emergency Adjudicative Order indefinitely suspending Respondent’s license. The Board charged Respondent with four counts of violating the

¹ The Board of Behavioral Health Professionals regulates individuals previously regulated by the Iowa Board of Social Work.

administrative rules governing the practice of social work. After the Notice of Hearing and Statement of Charges was issued and served upon Respondent, the State filed a motion to amend the Statement of Charges to correct the administrative rules cited in the charging document for three of the counts. The motion remains pending before the Board at the time of this Settlement Agreement. Notwithstanding, the State and Respondent hereby incorporate the corrected administrative rules for the purposes of entering this Settlement Agreement. Accordingly, the State and Respondent agree Respondent is charged with:

Amended Count I - knowingly making misleading, deceptive, untrue or fraudulent representations in the practice of social work or engaging in unethical conduct or practice harmful or detrimental to the public, in violation of Iowa Administrative Code rule 645-283.2(3);

Amended Count II – unethical conduct. In accordance with Iowa Code section 147.55(3), behavior (i.e., acts, knowledge, and practices) which constitutes unethical conduct may include, but is not limited to verbally or physically abusing a client or coworker, in violation of Iowa Administrative Code rule 645-283.2(29)(a);

Amended Count III – unethical conduct. In accordance with Iowa Code section 147.55(3), behavior (i.e., acts, knowledge, and practices) which constitutes unethical conduct may include, but is not limited to improper sexual contact with or making suggestive, lewd, lascivious, or improper remarks or advances to a client or coworker, in violation of Iowa Administrative Code rule 645-283.2(29)(b); and

Count IV – failing to comply with a Board order, in violation of Iowa Administrative Code rule 481-504.2(18).

5. Allegations: Respondent holds social work license 06670. Between 2018 and 2021,

Respondent practiced social work in or around Cedar Rapids, Iowa. As part of his practice, Respondent provided mental health counseling to individuals in and around Cedar Rapids.

During and/or after the end of the therapeutic relationship, Respondent provided counseling to a client who reports that the Respondent disclosed his own mental health and financial struggles to the client. The client became alarmed that the Respondent might die by suicide. The client further reports that the Respondent pressured the client into settling a car to a different client. There were additional reports that the Respondent made sexual advances toward the client.

In August 2024, the Board ordered Respondent to undergo a comprehensive mental health and substance abuse evaluation. To date, Respondent has failed to comply with the evaluation order despite continued representation to the Board he would do so.

B. SETTLEMENT AGREEMENT

6. Respondent acknowledges the allegations in the Statement of Charges, if proven in a contested case hearing, would constitute grounds for the discipline agreed to in this Settlement Agreement.

7. To resolve this matter without proceeding to hearing, Respondent agrees to the following conditions:

- a. *License Suspension.* The social work license of Respondent is suspended for no less than **THREE YEARS** from the date this Settlement Agreement is entered by the Board. After that time, Respondent may reapply for reinstatement of his license subject to the conditions detailed in this Settlement Agreement and in accordance with Iowa Administrative Code rule 481-506.32 (previously Iowa Administrative Code rule 645-11.31). Respondent acknowledges his license shall not be reinstated except upon a showing

by Respondent that the basis for the suspension of his license no longer exists and that it is in the public interest for the license to be reinstated. Respondent shall bear the burden of proof establishing these facts. Respondent understands that if an initial reinstatement request is denied, the Board may establish requirements that must be met prior to considering a subsequent request. If Respondent's license is reinstated, Respondent understands that it may be placed on probation or subject to other terms or conditions established through further order of the Board in conjunction with an order granting reinstatement of Respondent's license.

b. *Evaluation.* Prior to applying for any reinstatement of his license, Respondent must undergo a comprehensive psychological evaluation. The evaluation shall address Respondent's ability to practice safely as a therapist. Respondent shall comply with any recommendations for treatment and/or training made as a result of the evaluation and must successfully complete any recommended treatment or training prior to applying for reinstatement.

- i. Prior to obtaining the psychological evaluation described above, Respondent shall identify a proposed evaluator and submit the name, credentials, and contact information of the proposed evaluator to the Board for approval. Respondent shall submit such information no less than **30 DAYS** prior to any scheduled evaluation. The Board must approve the evaluator prior to the evaluation.
- ii. Respondent shall provide the evaluator with a copy of this Settlement Agreement prior to the evaluation.
- iii. Respondent shall contact the Board at least **14 DAYS** prior to the date the

evaluation is scheduled to begin and advise the Board of the date and time of the evaluation. The Board shall provide the evaluator with all information regarding the purpose and scope of the evaluation.

- iv. Respondent shall sign all necessary released and ensure a copy of the evaluation report, including copies of any test results and records produced during the evaluation, is sent directly to the Board at the conclusion of the evaluation. Respondent shall cooperate with the Board in its attempts to access this information.
- v. All objections regarding the admissibility of the evaluator's testimony or examination report in a subsequent hearing before the Board (pursuant to Iowa Code § 272C) on the grounds they constitute privileged communication shall be waived.
- vi. Respondent is responsible for all costs of the evaluation and the costs of any treatment, training, and/or counseling.

c. *Continuing Education.* Prior to any reinstatement of his license, Respondent shall complete a professional boundaries course from Professional Boundaries, Inc. (information available at <https://pbieducation.com/>). Respondent shall provide copies of any certificate(s) of completion to the Board as proof of compliance with this requirement.

8. In entering this Settlement Agreement, Respondent acknowledges the following:

- a. This Settlement Agreement is subject to the approval of the Board and will have no force or effect if it is not accepted by the Board.
- b. Counsel for the State may present this Settlement Agreement to the Board *ex parte*.
- c. I have the right to be represented by counsel in this matter.

d. I understand I have an opportunity to be heard and to contest the allegations against me in a formal hearing before the Board and that, by waiving the formal hearing, I waive my right to challenge the allegations against me and all attendant rights, including the right to seek judicial review of the Board's actions.

f. I understand this Settlement Agreement will be part of my permanent licensure file and may be considered by the Board in determining the nature and severity of any disciplinary action to be imposed in the event of any future violations.

g. I am voluntarily entering into this Settlement Agreement.

h. Failure to comply with the provisions of this Settlement Agreement shall be grounds for further disciplinary action pursuant to Iowa Code § 272C.3(2)(a).

i. I understand the Board will report this Settlement Agreement to the National Practitioner Databank. The report the database will reflect the language included in this Settlement Agreement.

j. I understand I am responsible for all expenses incurred to comply with the conditions and requirements of this Settlement Agreement.

k. The factual circumstances alleged, by virtue of their incorporation in this Settlement Agreement, are now public and available for inspection and copying in accordance with Iowa Code chapters 22 and 227C.

9. Respondent shall submit a copy of this Settlement Agreement to all licensing boards where Respondent holds a license, whether active or not, no later than **30 DAYS** following the date this Settlement Agreement is entered by the Board.

10. This Settlement Agreement constitutes discipline against Respondent and is the final agency action in a contested case pursuant to Iowa Code § 17A.10.

11. This Settlement Agreement shall not preclude the Board from taking additional action against Respondent should Respondent violate laws, rules, or standards of practice administered by the Board in the future.

12. This Settlement Agreement, when fully executed, is a public record available for inspection and copying in accordance with the requirements of Iowa Code Chapters 17A, 22, and 272C.

13. The Board's approval of this Settlement Agreement shall constitute a **FINAL ORDER** of the Board.

C. FINAL ORDER

WHEREFORE, the terms of this Settlement Agreement are agreed to by the Iowa Board of Behavioral Health Professionals and the Respondent.

IT IS THEREFORE ORDERED,

a. The social work license of Respondent is suspended for no less than **THREE YEARS** from the date this Settlement Agreement is entered by the Board. After that time, Respondent may reapply for reinstatement of his license subject to the conditions detailed in this Settlement Agreement (described above) and in accordance with Iowa Administrative Code rule 481-506.32 (previously Iowa Administrative Code rule 645-11.31).


b. Prior to any application for reinstatement of his license to practice social work, Respondent shall undergo a comprehensive psychological evaluation as detailed above in Section B, paragraph 7, subsection (b).

c. Respondent shall tender proof of completion of the continuing education requirements described above in Section B, paragraph 7, subsection (c) to the Board prior to any reinstatement of his social work license.

d. Any documents, notifications, or reports required to be submitted to the Board pursuant to this Settlement Agreement should be mailed to the Iowa Department of Inspections, Appeals and Licensing, Iowa Board of Behavioral Health Professionals, Division of Professional Licensing and Regulation, Licensing Bureau, 6200 Park Avenue, Suite 100, Des Moines, Iowa 50321, or emailed to PLPublic@idph.iowa.gov.


FOR THE RESPONDENT:

Voluntarily agreed to and accepted by Dennis Dozier on this 23 day of April, 2025.


Dennis Dozier (Apr 23, 2025 09:31 CDT)
By: Dennis Dozier, Respondent

FOR THE IOWA BOARD OF BEHAVIORAL HEALTH PROFESSIONALS:

Voluntarily agreed to and accepted by the **IOWA BOARD OF BEHAVIORAL HEALTH PROFESSIONALS** April 29, 2025.


Board Chair
Board of Behavioral Health Professionals