

SETTLEMENT AGREEMENT

I. PARTIES

This settlement agreement is made and entered into by and between the Board of Social Work Examiners (Board) and Joseph Stark (Stark).

II. RECITALS

- A. The Board is authorized pursuant to North Dakota Century Code (N.D.C.C.) ch. 43-41 to license and regulate the profession of social work.
- B. Stark is licensed to practice social work in North Dakota by the Board.
- C. N.D.C.C. § 43-41-10 authorizes the Board to suspend, revoke, or place on probationary status any license issued by the Board on proof at a hearing that the licensed person has committed an act set forth in the law.
- D. The Board found grounds to support allegations that Stark violated N.D.C.C. § 43-41-03 and North Dakota Administrative Code §§ 75.5-02-06.1-01(5) and (12), and 75.5-02-06.1-04(1) and (2), and decided to initiate a disciplinary action.
- E. Stark acknowledges he has been informed and understands he has the right to seek the advice of legal counsel in this matter.
- F. Stark acknowledges he has been informed and understands he has the right to a hearing and appeal pursuant to N.D.C.C. ch. 43-41 and N.D.C.C. ch. 28-32 prior to any adverse action being taken against his license.

III. AGREEMENT

The Board and Stark agree to resolve this matter as follows:

1. Stark waives his right to an administrative hearing and appeal that are set forth in N.D.C.C. ch. 43-41 and ch. 28-32
2. Stark's license is placed on probation for a period of at least one year from the date of his execution of this Agreement. During probation Stark shall:
 - a. Complete five (5) continuing education hours on implicit bias and on discrimination focusing on different genders, races, sexual orientations. Stark shall submit evidence to the Board indicating completion of those credits. All costs associated with the hours shall be borne by Stark. These credits shall be in addition to continuing education hours required by law.
 - b. Review the laws, rules, and code of ethics related to the practice of social work.
 - c. Provide a two-page written explanation to the Board that sets forth the harm that can be caused by the type of conduct Stark engaged in, what he learned from the continuing education hours, and explain safeguards he will put in place to help ensure similar transgressions do not occur in the future. If the report is not timely submitted, Stark shall appear before the Board in person to discuss the matters required in the explanation and respond to Board questions.
 - d. Comply with all laws and rules related to the practice of social work.

3. The Board will determine if Stark fulfills the terms of this Agreement. If Stark fails to fulfill the terms of this Agreement, the Board may take further disciplinary action against his license without a hearing or appeal.
4. There are no covenants, promises, undertakings, or understandings outside this Agreement other than those herein specifically set forth.
5. This Agreement shall be governed by the substantive laws of the State of North Dakota without regard to conflict of law principles.

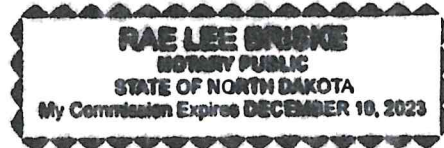
Dated this 30th day of January, ~~2019~~
2020

Joseph Stark
Joseph Stark

State of North Dakota
County of Grand Forks

Subscribed and affirmed to before me
this 30 day of January, ~~2019~~
2020

Rae Lee Briske
Notary Public



Dated this 11th day of Feb., 2020

BOARD OF SOCIAL WORK EXAMINERS

By: Cory Pedersen
Cory Pedersen
Board President