

**2024 Discipline Survey**
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**58 Jurisdictions Included in the report:**

Alabama (AL)	Alaska (AK)	American Samoa (AS)	Arizona (AZ)	Arkansas (AR)
California-RN (CA-RN)	California-VN (CA-VN)	Colorado (CO)	Connecticut (CT)	Delaware (DE)
District of Columbia (DC)	Florida (FL)	Georgia (GA)	Guam (GU)	Hawaii (HI)
Idaho (ID)	Illinois (IL)	Indiana (IN)	Iowa (IA)	Kansas (KS)
Kentucky (KY)	Louisiana-PN (LA-PN)	Louisiana-RN (LA-RN)	Maine (ME)	Maryland (MD)
Massachusetts (MA)	Michigan (MI)	Minnesota (MN)	Mississippi (MS)	Missouri (MO)
Montana (MT)	Nebraska-AP (NE-APRN)	Nebraska (NE)	Nevada (NV)	New Hampshire (NH)
New Mexico (NM)	New York (NY)	North Carolina (NC)	North Dakota (ND)	Northern Mariana Islands (CNMI)
Ohio (OH)	Oklahoma (OK)	Oregon (OR)	Pennsylvania (PA)	Rhode Island (RI)
South Carolina (SC)	South Dakota (SD)	Tennessee (TN)	Texas (TX)	Utah (UT)
Vermont (VT)	Virgin Islands (VI)	Virginia (VA)	Washington (WA)	West Virginia-PN (WV-PN)
West Virginia-RN (WV-RN)	Wisconsin (WI)	Wyoming (WY)		

**1 Jurisdictions not included in the report due to non-response:**

New Jersey (NJ)

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## Survey Terminology

In this survey, the words Complaint and Case are used, those terms are defined below:

**Complaint:** An allegation received by the Board of Nursing related to a specific licensee.

**Case:** A complaint that rises to the Board of Nursing threshold that a violation of the Nurse Practice Act may have occurred and merits investigation/collection of evidence.

The following terms are used throughout all surveys:

**Board of Nursing:** Jurisdiction's governmental agency responsible for the regulation of nursing practice. Includes any other terminology to refer to the regulatory authority (i.e., commission, examiners, registration, jurisdiction). When referring to Board of Nursing, the reference collectively includes Board Members, Executive Officer and Staff.

**Jurisdiction:** Refers to state, territory or district where a Board of Nursing is located. May also be used to refer generally to the Board of Nursing in a particular jurisdiction.

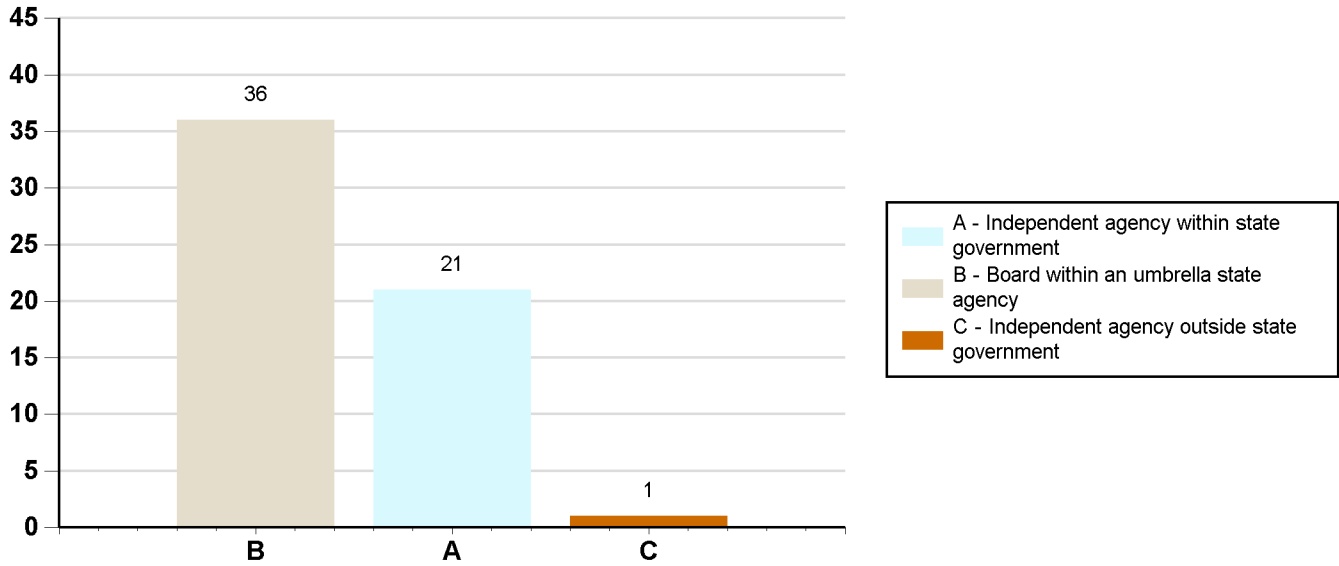
**Board Staff:** Staff of the Board of Nursing

**Executive Officer:** Person responsible for running the Board of Nursing. Includes any other terminology to refer to that authorized person (i.e., Executive Director)

**Board Member:** Member of the governing body of the Board of Nursing as outlined by statute

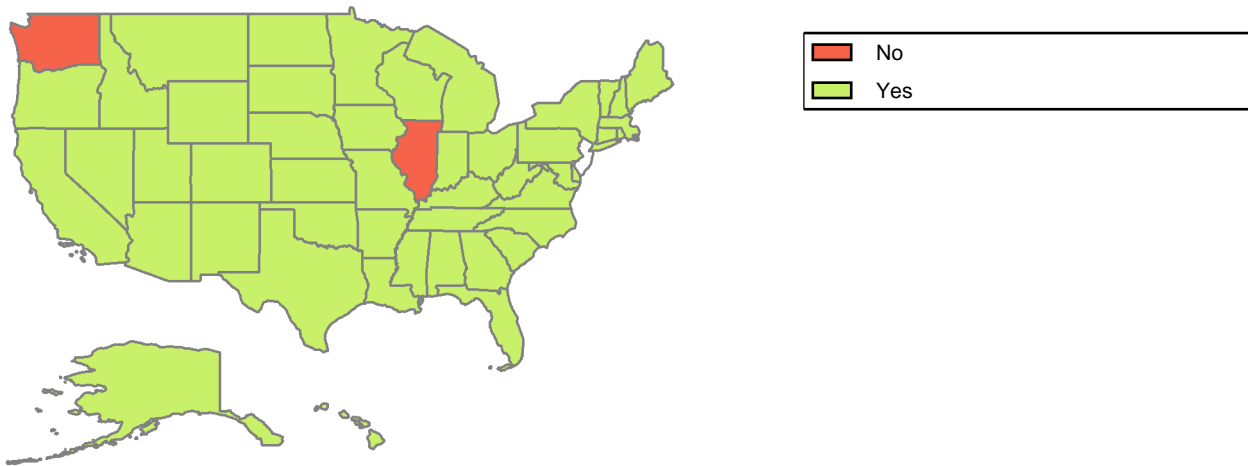
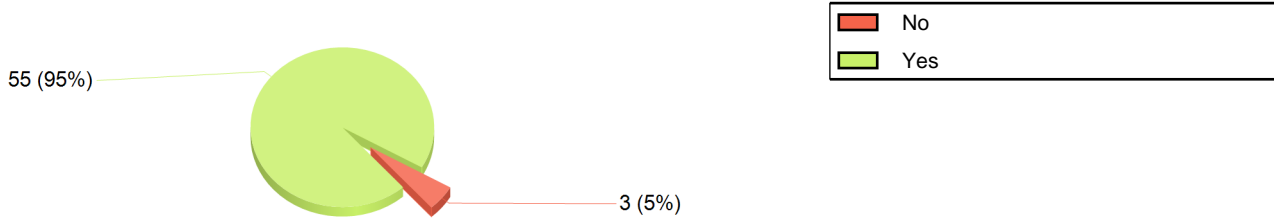
**Practical nurse or PN:** Licensed practical or vocational nurse (LPN/LVN)

**Board of Nursing Agency Type:**



Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Independent agency within state government	AL, AZ, CNMI, KS, KY, LA-RN, ME, MN, MO, MS, ND, NM, NV, OH, OK, OR, SD, TX, WV-PN, WV-RN, WY	21	36%
Board within an umbrella state agency	AK, AR, AS, CA-RN, CA-VN, CO, CT, DC, DE, FL, GA, GU, HI, IA, ID, IL, IN, LA-PN, MA, MD, MI, MT, NE, NE-APRN, NH, NY, PA, RI, SC, TN, UT, VA, VI, VT, WA, WI	36	62%
Independent agency outside state government	NC	1	2%

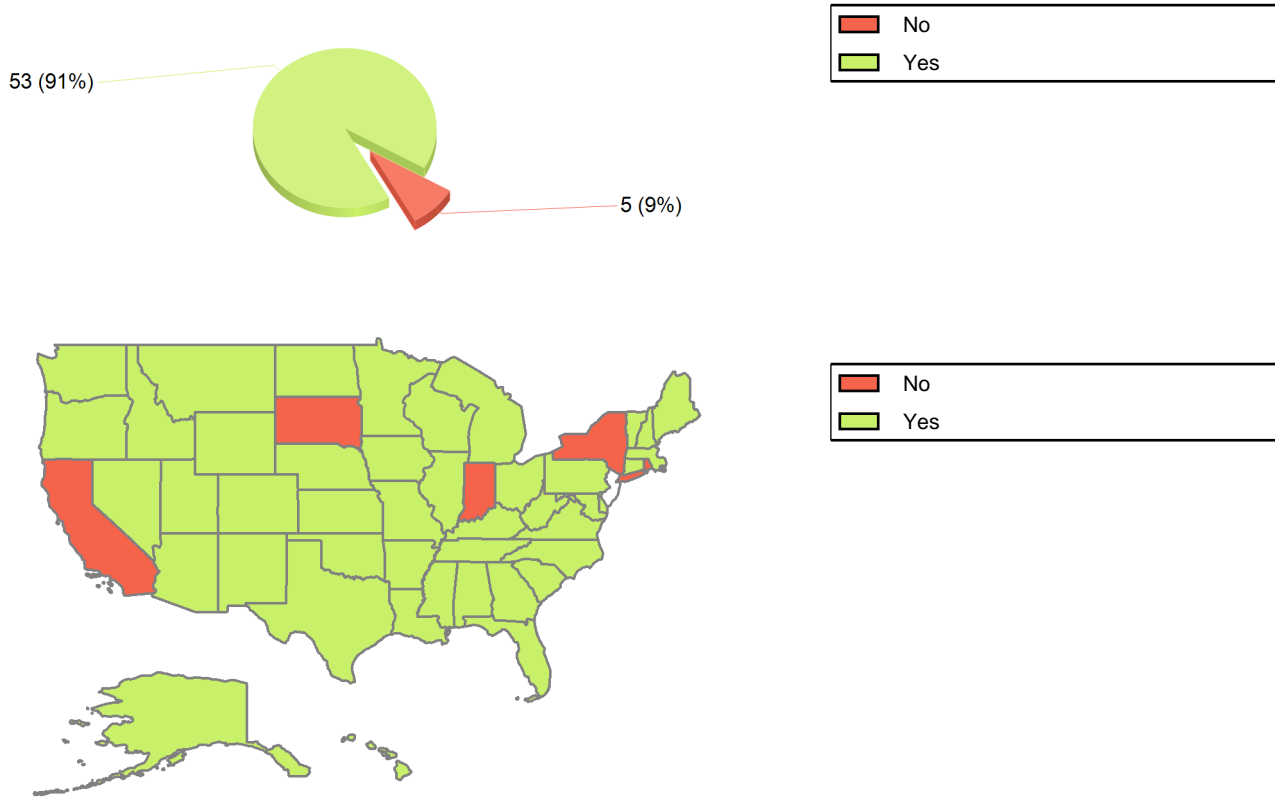
**Q1. Is child, elder, vulnerable adult abuse by a licensee required to be reported to law enforcement or another agency?**



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AS, IL, WA	3	5%
Yes	AK, AL, AR, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, DE, FL, GA, GU, HI, IA, ID, IN, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MO, MS, MT, NC, ND, NE, NE-APRN, NH, NM, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, VI, VT, WI, WV-PN, WV-RN, WY	55	95%

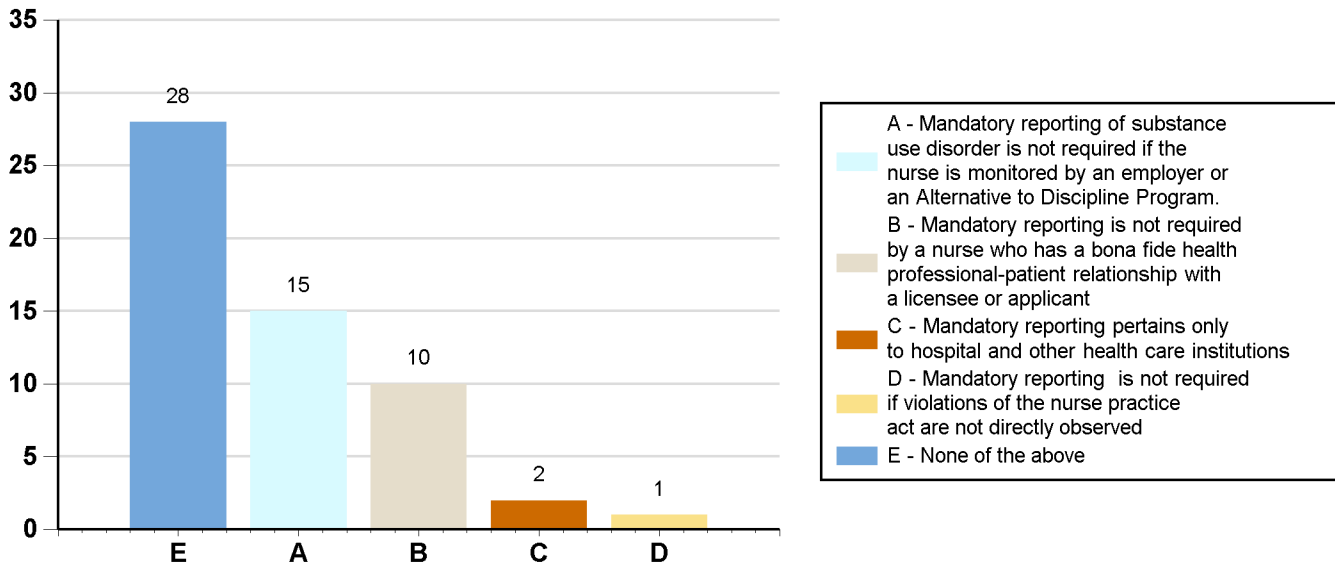
**Q2. Is there a provision requiring mandatory reporting of violations of the nurse practice act?**



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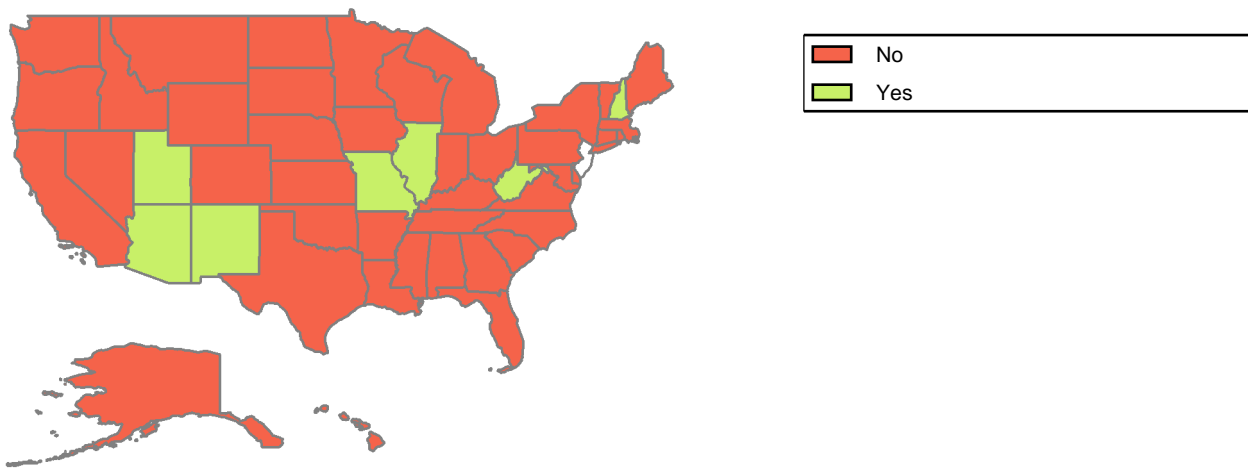
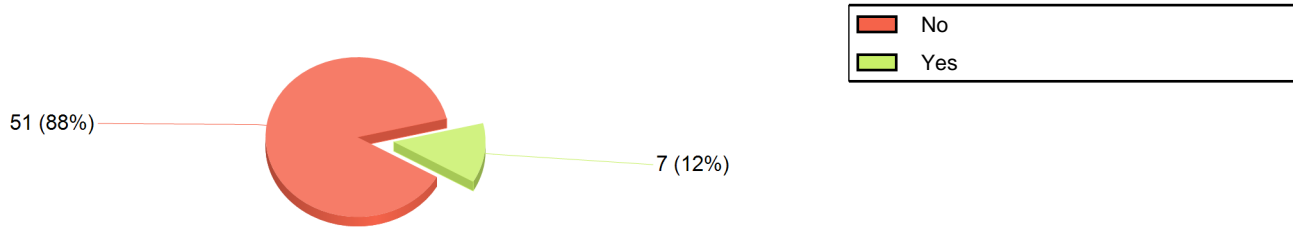
Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	CA-RN, IN, NY, RI, SD	5	9%
Yes	AK, AL, AR, AS, AZ, CA-VN, CNMI, CO, CT, DC, DE, FL, GA, GU, HI, IA, ID, IL, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MO, MS, MT, NC, ND, NE, NE-APRN, NH, NM, NV, OH, OK, OR, PA, SC, TN, TX, UT, VA, VI, VT, WA, WI, WV-PN, WV-RN, WY	53	91%

**Q3. Are any of the following allowed as an exception to the mandatory reporting requirement? (Check all that apply)**



Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Mandatory reporting of substance use disorder is not required if the nurse is monitored by an employer or an Alternative to Discipline Program.	DE, FL, IA, IL, LA-RN, MD, MN, MO, MT, PA, TN, UT, WA, WV-PN, WV-RN	15	28%
Mandatory reporting is not required by a nurse who has a bona fide health professional-patient relationship with a licensee or applicant	GA, IA, MI, NE, NE-APRN, NM, NV, PA, TX, WI	10	19%
Mandatory reporting pertains only to hospital and other health care institutions	UT, VA	2	4%
Mandatory reporting is not required if violations of the nurse practice act are not directly observed	MA	1	2%
None of the above	AK, AL, AR, AS, AZ, CA-VN, CNMI, CO, CT, DC, GU, HI, ID, KS, KY, LA-PN, ME, MS, NC, ND, NH, OH, OK, OR, SC, VI, VT, WY	28	53%

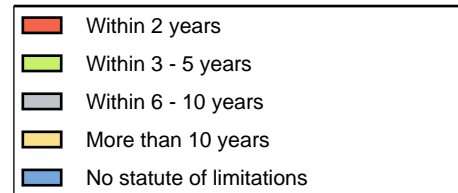
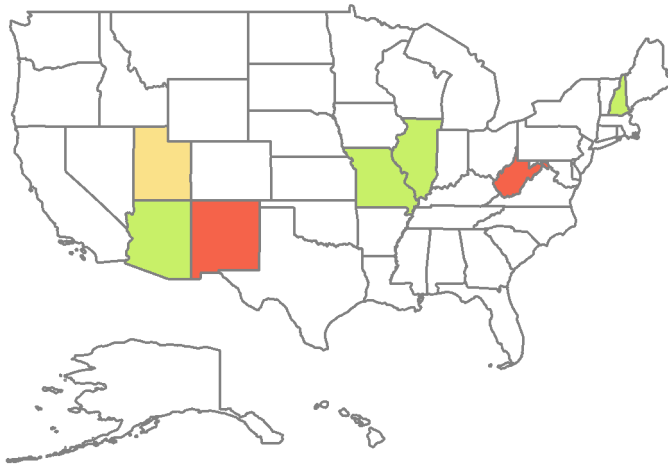
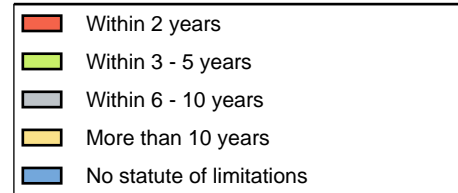
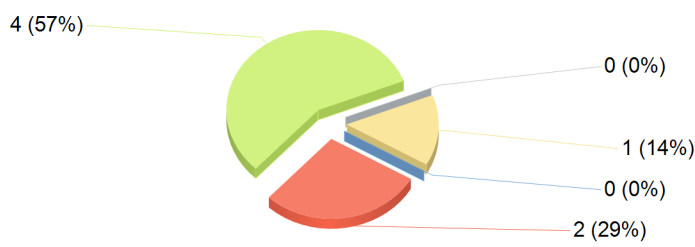
**Q4. Is there a statute of limitations on bringing regulatory board actions against a licensee?**



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Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AK, AL, AR, AS, CA-RN, CA-VN, CNMI, CO, CT, DC, DE, FL, GA, GU, HI, IA, ID, IN, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MS, MT, NC, ND, NE, NE-APRN, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, VA, VI, VT, WA, WI, WV-PN, WY	51	88%
Yes	AZ, IL, MO, NH, NM, UT, WV-RN	7	12%

**Q5. What is the statute of limitations on bringing regulatory board actions against a licensee?**

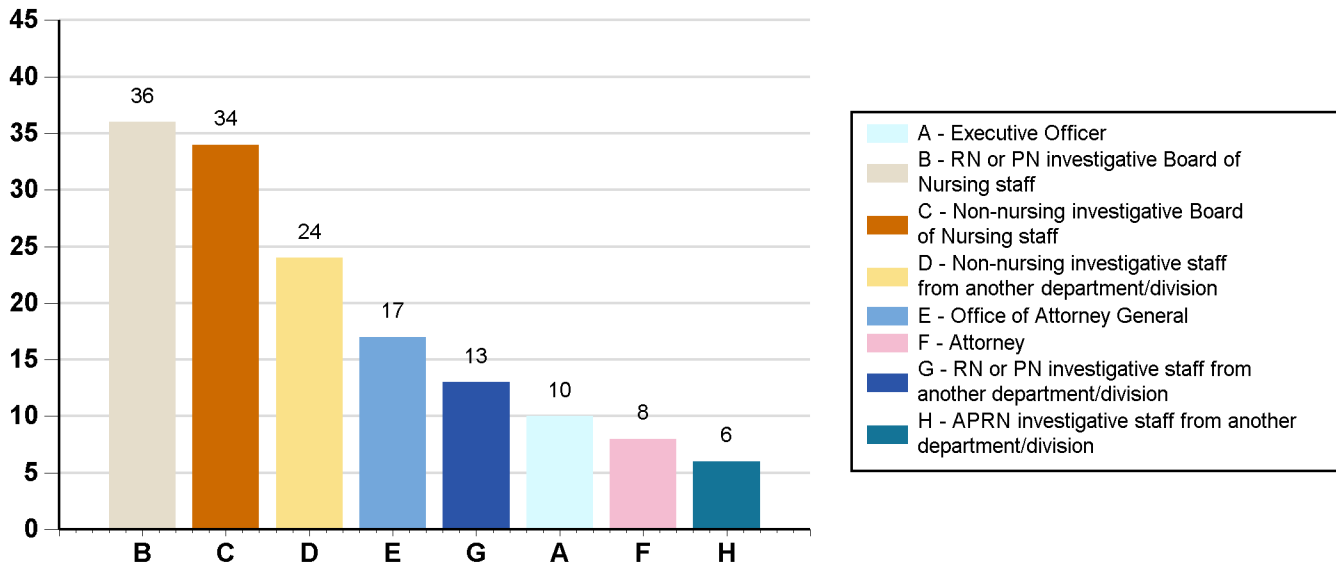


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Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Within 2 years	NM, WV-RN	2	29%
Within 3 - 5 years	AZ, IL, MO, NH	4	57%
Within 6 - 10 years		0	0%
More than 10 years	UT	1	14%
No statute of limitations		0	0%

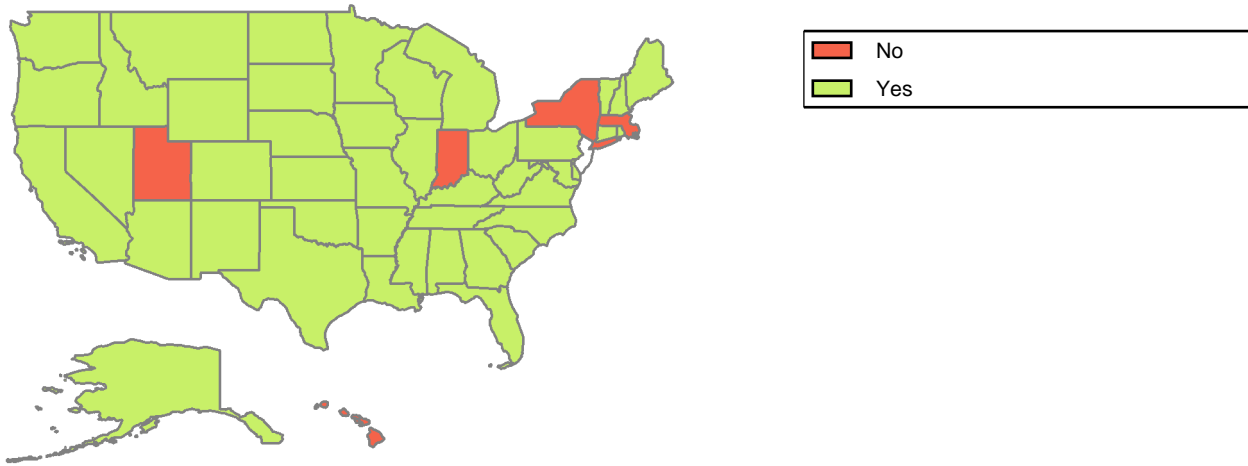
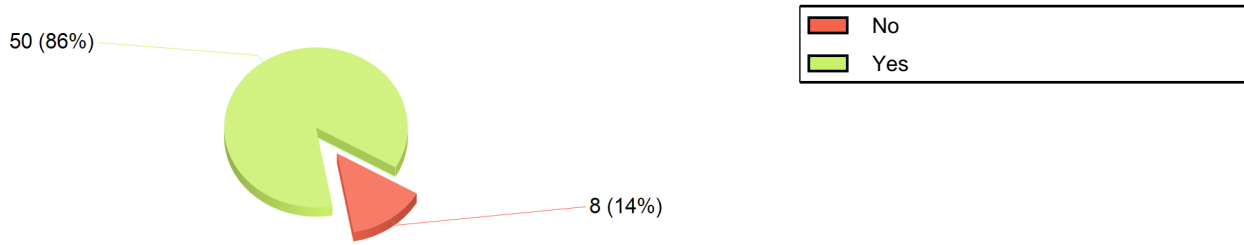


**Q6. Who conducts investigations of complaints against licensees? (Check all that apply)**



Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Executive Officer	AL, AR, AS, ME, MO, RI, UT, VI, WV-PN, WY	10	17%
RN or PN investigative Board of Nursing staff	AL, AR, AS, AZ, CA-VN, CNMI, CT, DC, GA, GU, IA, ID, KS, KY, LA-PN, LA-RN, MA, MD, MN, MO, MS, NC, ND, NH, NM, NV, OH, OK, OR, RI, SD, TX, WA, WV-PN, WV-RN, WY	36	62%
Non-nursing investigative Board of Nursing staff	AL, AR, AZ, CA-RN, CA-VN, CNMI, CO, CT, IA, ID, IL, KS, LA-PN, LA-RN, MA, MD, ME, MI, MO, MS, MT, NC, NH, NM, NV, OH, OR, RI, TX, VI, VT, WA, WI, WY	34	59%
Non-nursing investigative staff from another department/division	AK, AL, AR, AS, CA-RN, CA-VN, CO, DC, DE, FL, GA, HI, IA, MI, MS, NH, NY, OH, PA, UT, VA, WA, WI, WY	24	41%
Office of Attorney General	AL, CO, DC, GA, IN, LA-PN, ME, MN, MS, NH, NV, NY, OH, OK, RI, VI, WY	17	29%
Attorney	AL, DC, LA-PN, MS, NH, RI, WI, WY	8	14%
RN or PN investigative staff from another department/division	AR, DC, FL, GU, MS, NE, NE-APRN, NH, OH, SC, TN, UT, VA	13	22%
APRN investigative staff from another department/division	AS, LA-RN, MS, OH, TN, VA	6	10%

Q7. Does the Board of Nursing have subpoena power during investigation?



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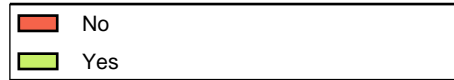
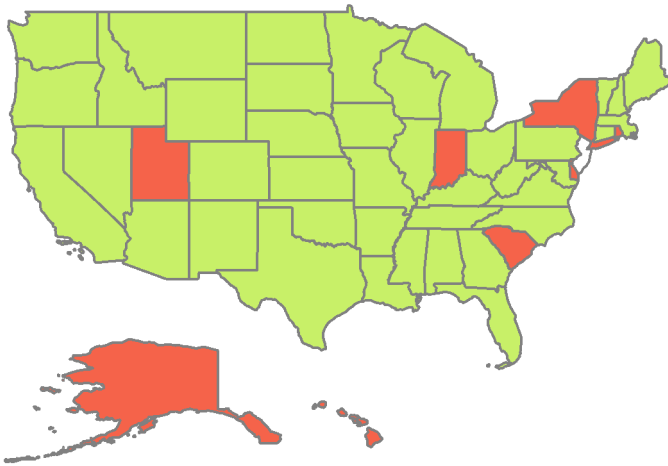
Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AS, GU, HI, IN, MA, NY, UT, VI	8	14%
Yes	AK, AL, AR, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, DE, FL, GA, IA, ID, IL, KS, KY, LA-PN, LA-RN, MD, ME, MI, MN, MO, MS, MT, NC, ND, NE, NE-APRN, NH, NM, NV, OH, OK, OR, PA, RI, SC, SD, TN, TX, VA, VT, WA, WI, WV-PN, WV-RN, WY	50	86%

**Q8. Does the Board of Nursing have subpoena power during prosecution?**

47 (81%)



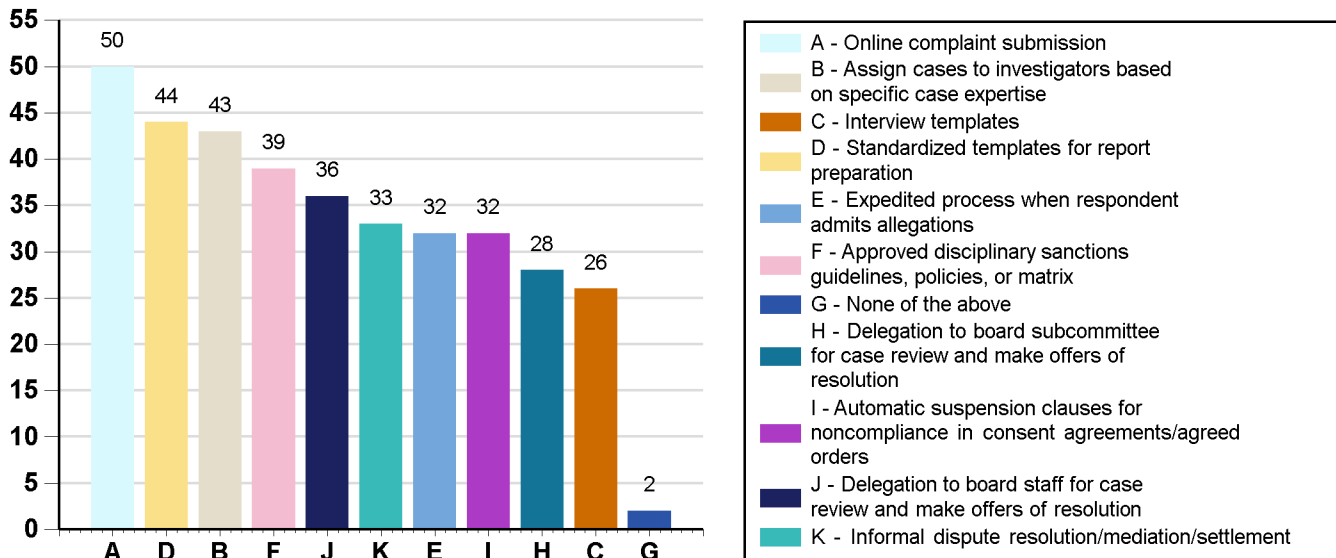
11 (19%)



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Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AK, AS, DE, GU, HI, IN, NY, RI, SC, UT, VI	11	19%
Yes	AL, AR, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, FL, GA, IA, ID, IL, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MO, MS, MT, NC, ND, NE, NE-APRN, NH, NM, NV, OH, OK, OR, PA, SD, TN, TX, VA, VT, WA, WI, WV-PN, WV-RN, WY	47	81%

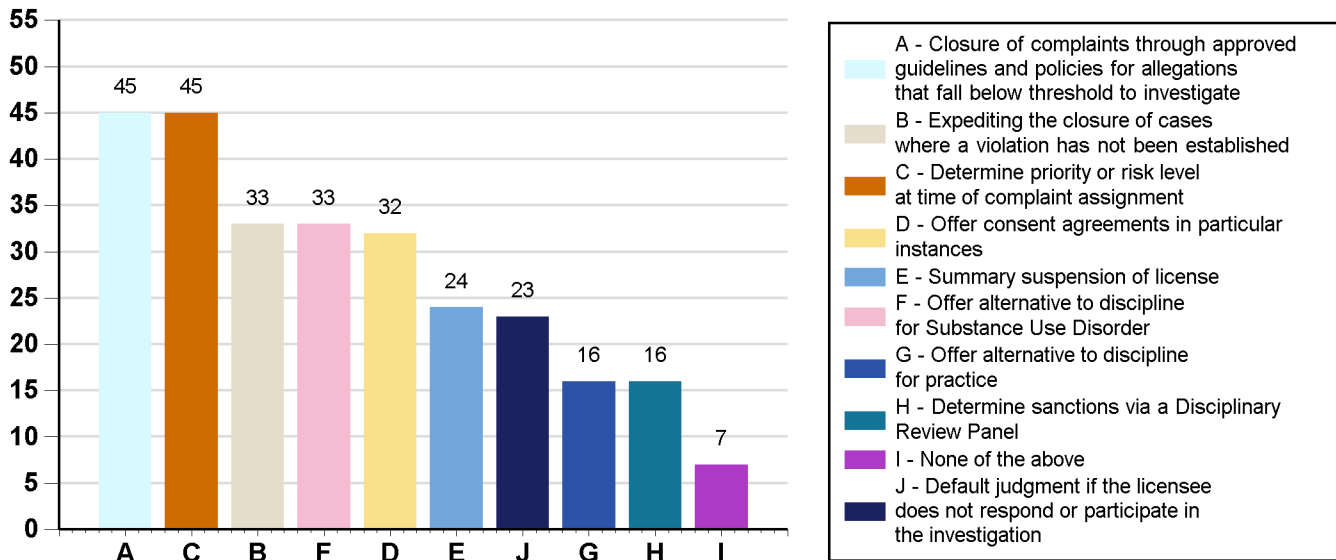
**Q9. Does the Board of Nursing utilize any of the following practices? (Check all that apply)**



Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Online complaint submission	AK, AL, AR, AZ, CA-RN, CA-VN, CNMI, CO, DC, DE, FL, GA, GU, HI, IA, ID, IL, KY, LA-PN, LA-RN, MA, MD, MI, MO, MS, MT, NC, ND, NE, NE-APRN, NH, NM, NV, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, VT, WA, WI, WV-PN, WV-RN, WY	50	86%
Assign cases to investigators based on specific case expertise	AK, AL, AR, AS, AZ, CA-RN, CNMI, CO, CT, DE, FL, GU, IA, ID, IL, KS, KY, LA-PN, LA-RN, MA, MD, MI, MN, MT, NC, NH, NM, NV, OH, OK, OR, RI, SC, TN, TX, UT, VA, VI, VT, WA, WI, WV-PN, WV-RN	43	74%
Interview templates	AL, AZ, CA-RN, CNMI, FL, GA, GU, IA, KS, KY, LA-RN, MD, ME, MI, NC, NH, OH, OK, RI, TN, TX, UT, VA, WI, WV-PN, WV-RN	26	45%
Standardized templates for report preparation	AK, AL, AR, AS, AZ, CA-RN, CNMI, CT, FL, GA, GU, IA, ID, IL, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MO, MT, NC, NH, NM, NV, OH, OK, OR, RI, SC, SD, TN, TX, UT, VA, VT, WA, WI, WV-PN, WV-RN, WY	44	76%
Expedited process when respondent admits allegations	AL, AR, AZ, CO, CT, FL, GA, GU, HI, KY, LA-PN, MD, MI, MN, MO, NC, ND, NH, NM, NV, OH, OK, RI, SC, SD, TN, UT, VT, WA, WI, WV-PN, WV-RN	32	55%
Approved disciplinary sanctions guidelines, policies, or matrix	AK, AL, AR, AS, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, FL, GA, GU, ID, IL, KY, LA-RN, MA, MD, MI, MO, NC, ND, NH, NM, NV, OH, OK, PA, RI, SC, TN, TX, VA, WA, WV-PN, WV-RN, WY	39	67%
None of the above	IN, NY	2	3%
Delegation to board subcommittee for case review and make offers of resolution	AS, CA-RN, CNMI, CO, DC, GA, GU, ID, KS, KY, LA-PN, MD, MN, MO, MS, MT, NC, ND, NM, OK, RI, SC, SD, TN, VI, WV-PN, WV-RN, WY	28	48%
Automatic suspension clauses for noncompliance in consent agreements/agreed orders	AK, AZ, CO, DC, DE, GA, IA, IL, LA-PN, LA-RN, MD, ME, MN, MO, MS, MT, NC, ND, NV, OH, OK, PA, SC, SD, TN, TX, UT, VA, WI, WV-PN, WV-RN, WY	32	55%

Delegation to board staff for case review and make offers of resolution	AK, AL, AR, AZ, CA-RN, CNMI, DC, GA, GU, IL, KY, LA-PN, LA-RN, MA, MD, ME, MI, MO, MS, MT, NC, NH, NM, NV, OH, OK, OR, RI, SC, TN, TX, VA, VI, VT, WV-PN, WV-RN	36	62%
Informal dispute resolution/mediation/settlement	AR, AZ, CA-RN, CNMI, CO, DC, FL, GA, GU, IA, ID, IL, KY, LA-PN, LA-RN, MD, MI, MN, NC, ND, NH, NV, OH, OK, PA, TN, TX, VI, VT, WA, WI, WV-PN, WV-RN	33	57%

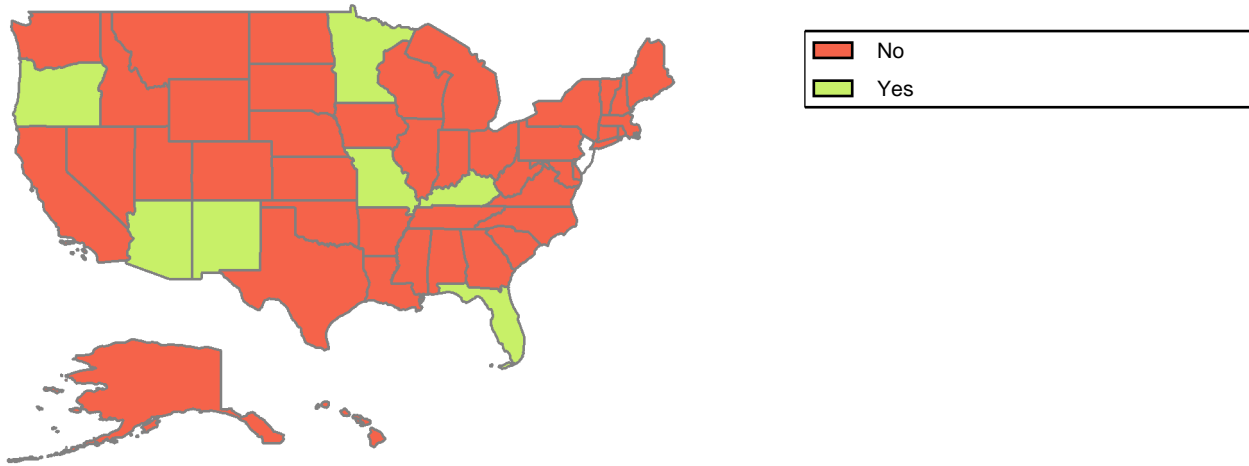
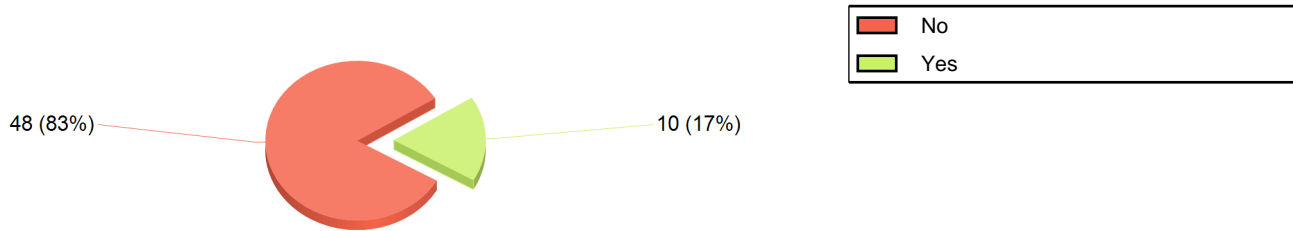
**Q10. Does the Board of Nursing staff have delegated authority for any of the following? (Check all that apply)**



Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Closure of complaints through approved guidelines and policies for allegations that fall below threshold to investigate	AK, AL, AR, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, GA, GU, ID, IL, KS, KY, LA-RN, MA, MD, ME, MI, MN, MO, MS, MT, NC, ND, NE, NE-APRN, NH, NV, OH, OK, OR, RI, SC, SD, TN, TX, VA, VT, WI, WV-PN, WV-RN, WY	45	78%
Expediting the closure of cases where a violation has not been established	AL, AR, AZ, CA-RN, CA-VN, CO, DC, GU, IA, ID, IL, KS, KY, LA-PN, LA-RN, MD, MI, MN, MO, MS, MT, NC, NV, OH, OK, RI, SC, SD, VA, VT, WV-PN, WV-RN, WY	33	57%
Determine priority or risk level at time of complaint assignment	AL, AR, AS, AZ, CA-RN, CNMI, CO, CT, DC, FL, GA, GU, IA, ID, IL, KS, KY, LA-PN, LA-RN, MA, MD, ME, MN, MO, MS, MT, NC, ND, NH, NM, NV, OH, OK, OR, RI, SC, SD, TN, TX, VA, VT, WI, WV-PN, WV-RN, WY	45	78%
Offer consent agreements in particular instances	AL, AR, AZ, CA-RN, CNMI, DC, GA, GU, ID, IL, KY, LA-PN, LA-RN, ME, MI, MN, MO, MS, NC, NH, NM, NV, OH, OK, OR, RI, SC, TX, VA, VT, WV-PN, WV-RN	32	55%
Summary suspension of license	AL, AZ, CO, CT, GU, ID, IN, KY, LA-PN, MI, MN, MS, MT, NC, NH, NV, OH, OK, RI, SC, TX, VA, VT, WV-PN	24	41%
Offer alternative to discipline for Substance Use Disorder	AL, AR, AZ, CA-RN, DC, GU, IA, ID, IL, KY, LA-RN, MD, MI, MN, MO, MS, MT, NC, ND, NH, NM, NV, OH, OK, RI, SC, SD, TX, VA, VT, WI, WV-PN, WV-RN	33	57%
Offer alternative to discipline for practice	AL, CNMI, GU, IL, LA-RN, MD, MN, NC, NH, OH, OK, RI, SC, VA, VT, WV-PN	16	28%
Determine sanctions via a Disciplinary Review Panel	AS, DC, GU, KY, MN, MS, MT, NC, ND, NE, NE-APRN, OK, SC, TN, WV-PN, WV-RN	16	28%
None of the above	DE, HI, NY, PA, UT, VI, WA	7	12%

Default judgment if the licensee does not respond or participate in the investigation	AR, AS, AZ, CA-RN, CA-VN, CNMI, CO, DC, GU, ID, IL, KY, LA-PN, MI, MN, MT, ND, NV, OR, SC, TX, VT, WV-PN	23	40%
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**Q11. Is there a specific time period, via mandate or rule, within which the Board of Nursing must make a decision whether to file charges after receipt of a complaint?**

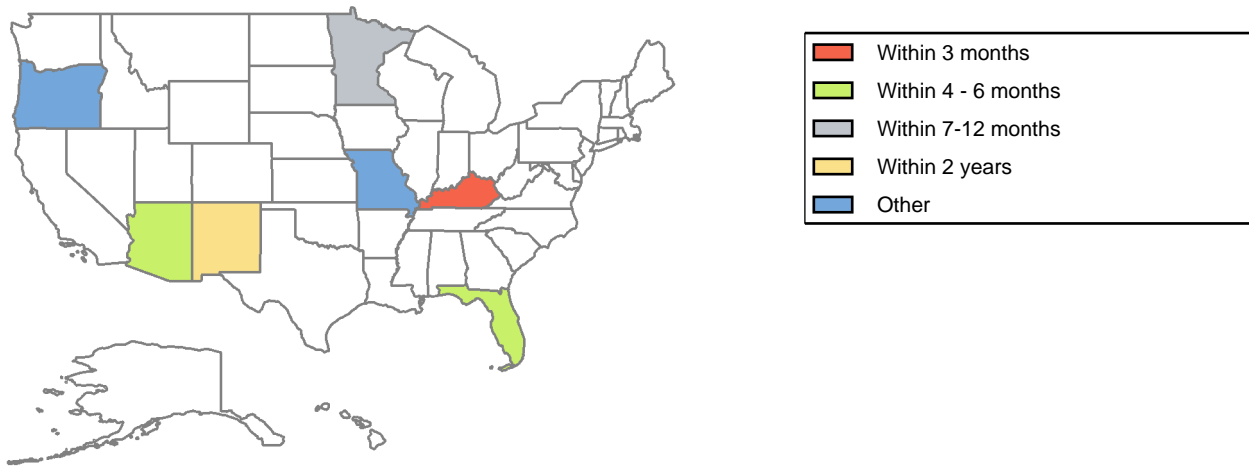
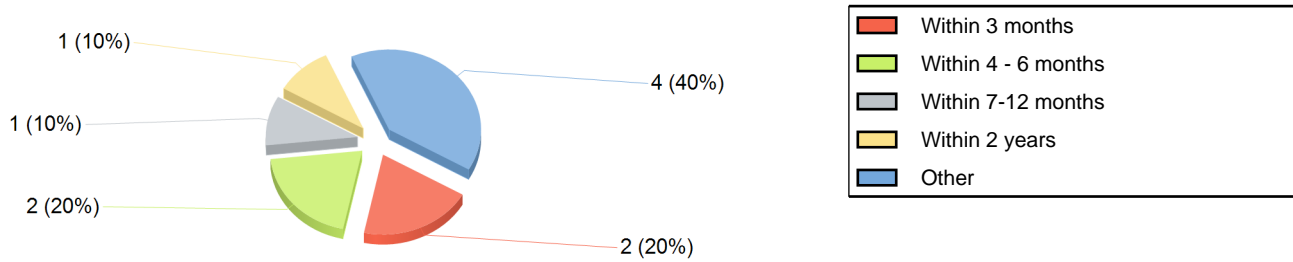


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Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AK, AL, AR, CA-RN, CA-VN, CO, CT, DC, DE, GA, GU, HI, IA, ID, IL, IN, KS, LA-PN, LA-RN, MA, MD, ME, MI, MS, MT, NC, ND, NE, NE-APRN, NH, NV, NY, OH, OK, PA, RI, SC, SD, TN, TX, UT, VA, VI, VT, WA, WI, WV-RN, WY	48	83%
Yes	AS, AZ, CNMI, FL, KY, MN, MO, NM, OR, WV-PN	10	17%



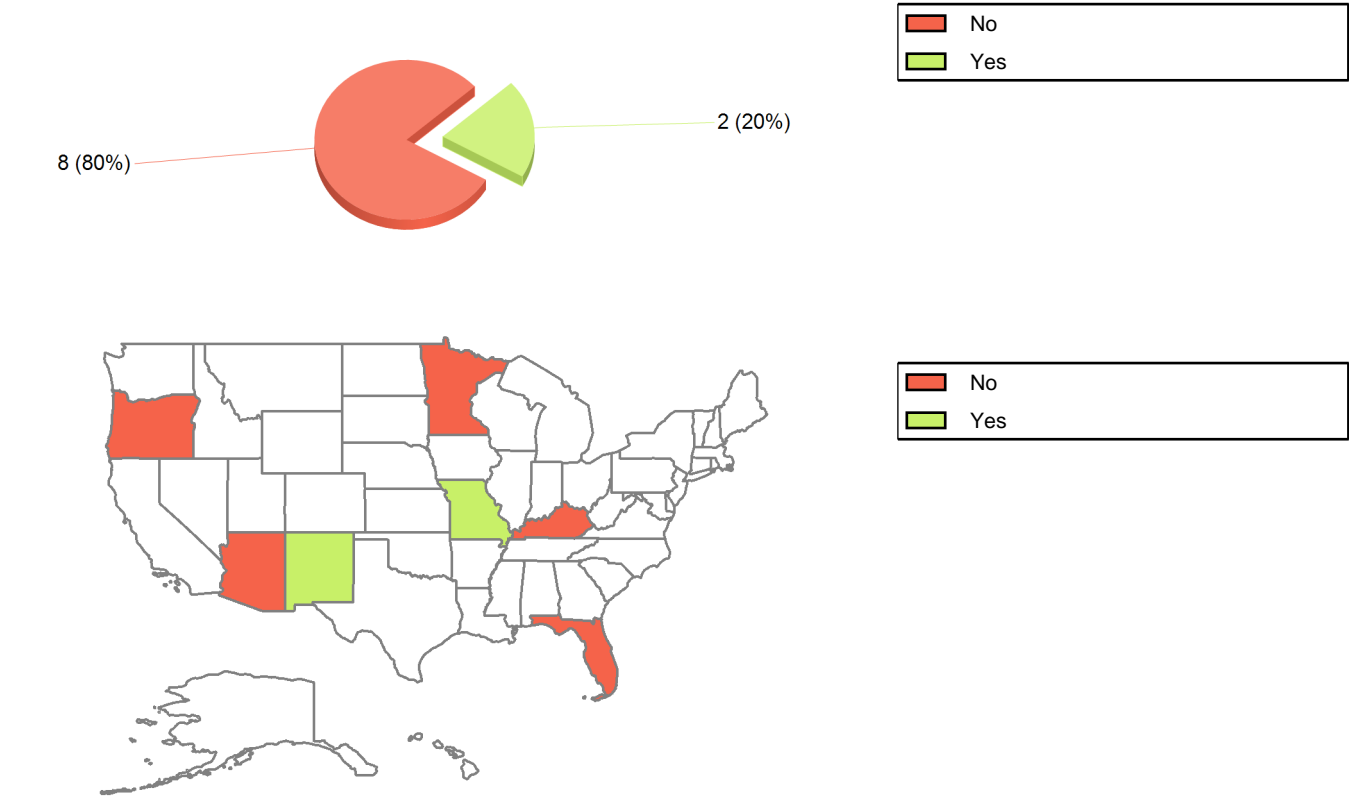
**Q12. What is the specific time period within which the Board of Nursing must make a decision whether to file charges after receipt of a complaint?**



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Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Within 3 months	KY, WV-PN	2	20%
Within 4 - 6 months	AZ, FL	2	20%
Within 7-12 months	MN	1	10%
Within 2 years	NM	1	10%
Other	AS, CNMI, MO, OR	4	40%

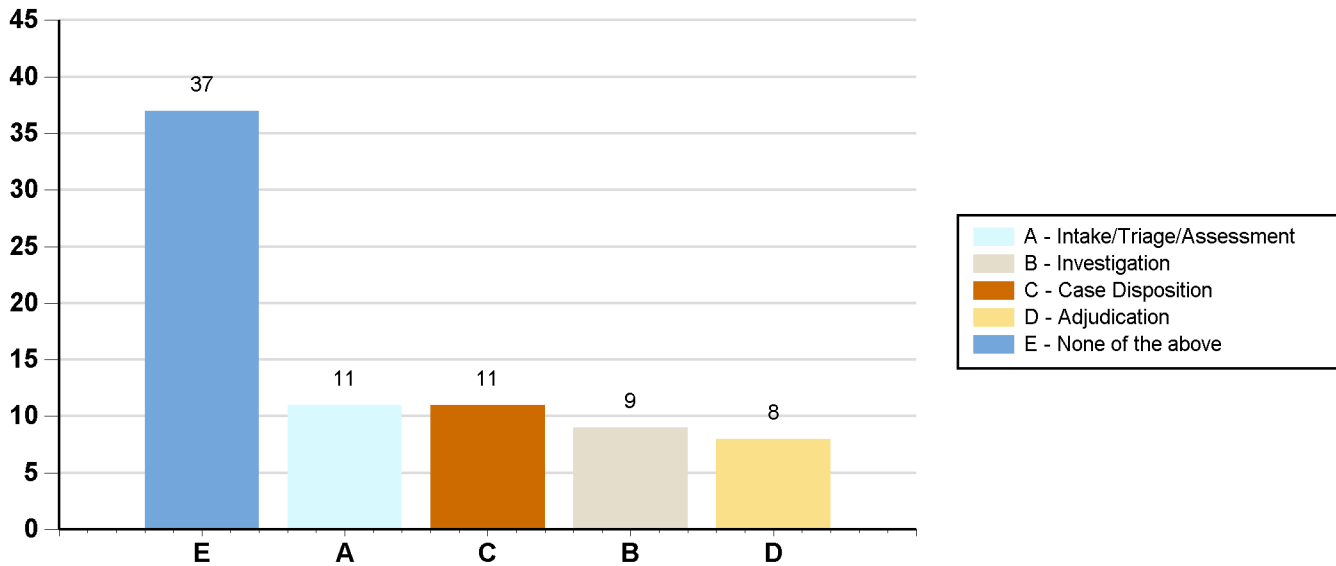
Q13. If the Board of Nursing fails to meet the time period by which it must file charges after receipt of a complaint, does that failure bar the Board of Nursing from taking action?



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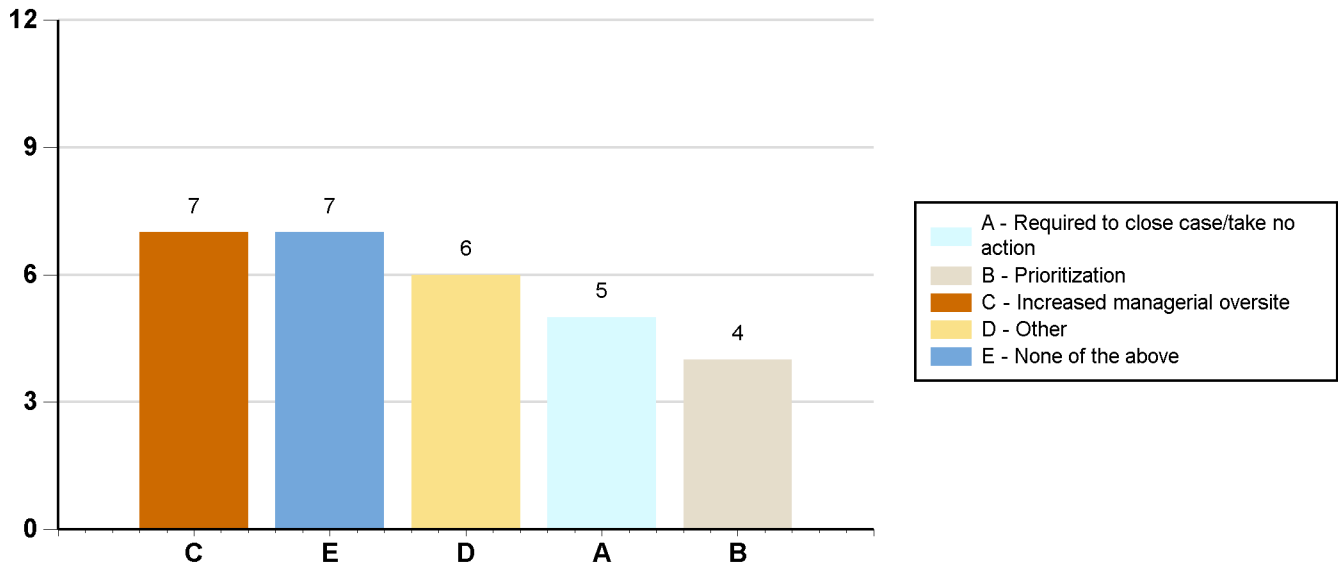
Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AS, AZ, CNMI, FL, KY, MN, OR, WV-PN	8	80%
Yes	MO, NM	2	20%

**Q14. Is there a specific time period, via mandate or rule, within which the Board of Nursing must complete different steps in the discipline process? (Check all that apply.)**



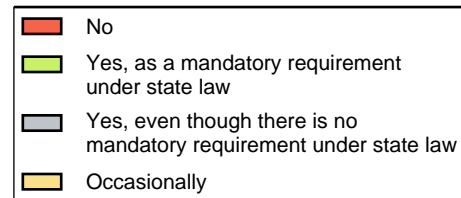
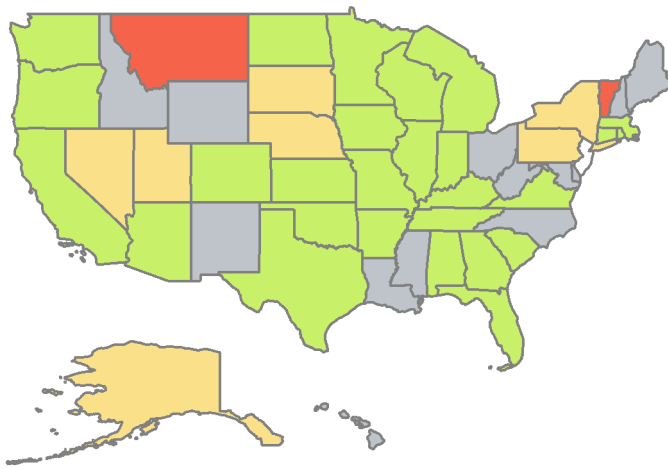
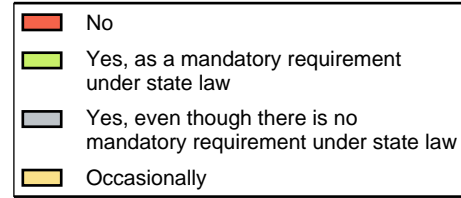
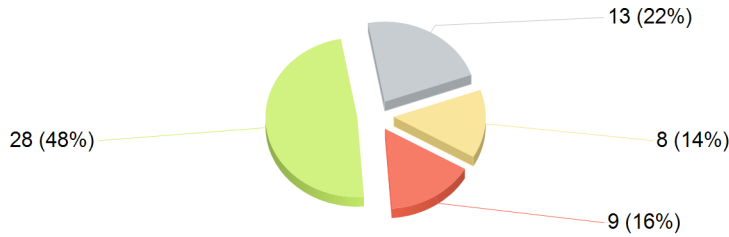
Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Intake/Triage/Assessment	AZ, CA-RN, CNMI, DC, KS, MI, MN, MT, TX, WA, WV-PN	11	19%
Investigation	AK, AZ, CNMI, LA-RN, MI, MN, OR, WA, WV-PN	9	16%
Case Disposition	CA-RN, CNMI, CO, DC, LA-RN, MD, MN, NM, WA, WV-PN, WV-RN	11	19%
Adjudication	CA-RN, CNMI, CO, DC, ME, NH, UT, WV-PN	8	14%
None of the above	AL, AR, AS, CA-VN, CT, DE, FL, GA, GU, HI, IA, ID, IL, IN, KY, LA-PN, MA, MO, MS, NC, ND, NE, NE-APRN, NV, NY, OH, OK, PA, RI, SC, SD, TN, VA, VI, VT, WI, WY	37	64%

**Q15. If the Board of Nursing has specific time periods for completing different steps in the discipline process, what are the consequences for not meeting those timelines? (Check all that apply.)**



Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Required to close case/take no action	CNMI, NH, NM, WV-PN, WV-RN	5	24%
Prioritization	CA-RN, CO, LA-RN, MD	4	19%
Increased managerial oversight	CA-RN, CNMI, CO, LA-RN, MD, MN, WA	7	33%
Other	CA-RN, KS, ME, MN, MT, NH	6	29%
None of the above	AK, AZ, DC, MI, OR, TX, UT	7	33%

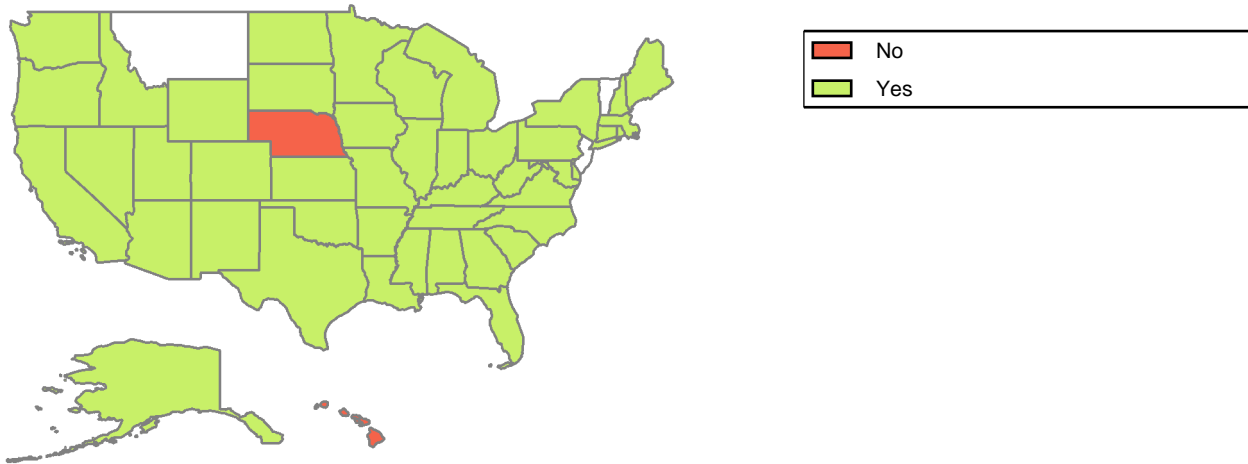
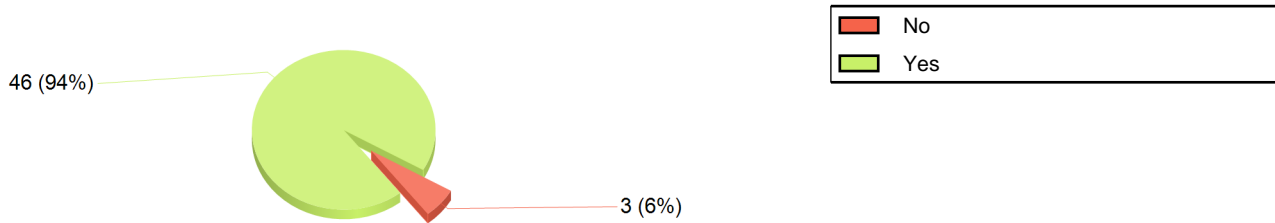
**Q16. Does the Board of Nursing receive malpractice payment reports as a result of insurers reporting to the National Practitioner Data Bank?**



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AS, CA-VN, CNMI, GU, LA-PN, MT, VI, VT, WV-PN	9	16%
Yes, as a mandatory requirement under state law	AL, AR, AZ, CA-RN, CO, CT, DC, FL, GA, IA, IL, IN, KS, KY, MA, MI, MN, MO, ND, OK, OR, RI, SC, TN, TX, VA, WA, WI	28	48%
Yes, even though there is no mandatory requirement under state law	DE, HI, ID, LA-RN, MD, ME, MS, NC, NH, NM, OH, WV-RN, WY	13	22%
Occasionally	AK, NE, NE-APRN, NV, NY, PA, SD, UT	8	14%

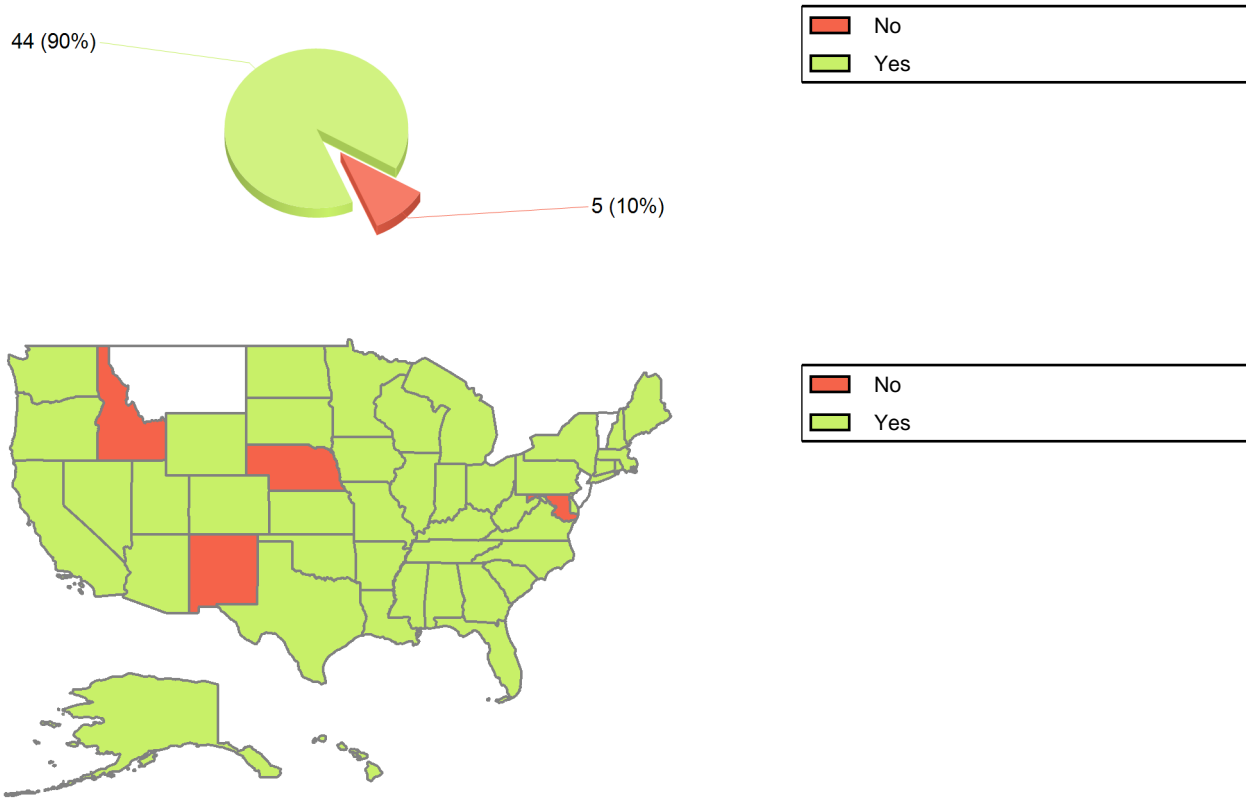
Q17. Are malpractice payment reports reviewed to determine if a disciplinary investigation is warranted?



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	HI, NE, NE-APRN	3	6%
Yes	AK, AL, AR, AZ, CA-RN, CO, CT, DC, DE, FL, GA, IA, ID, IL, IN, KS, KY, LA-RN, MA, MD, ME, MI, MN, MO, MS, NC, ND, NH, NM, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, WA, WI, WV-RN, WY	46	94%

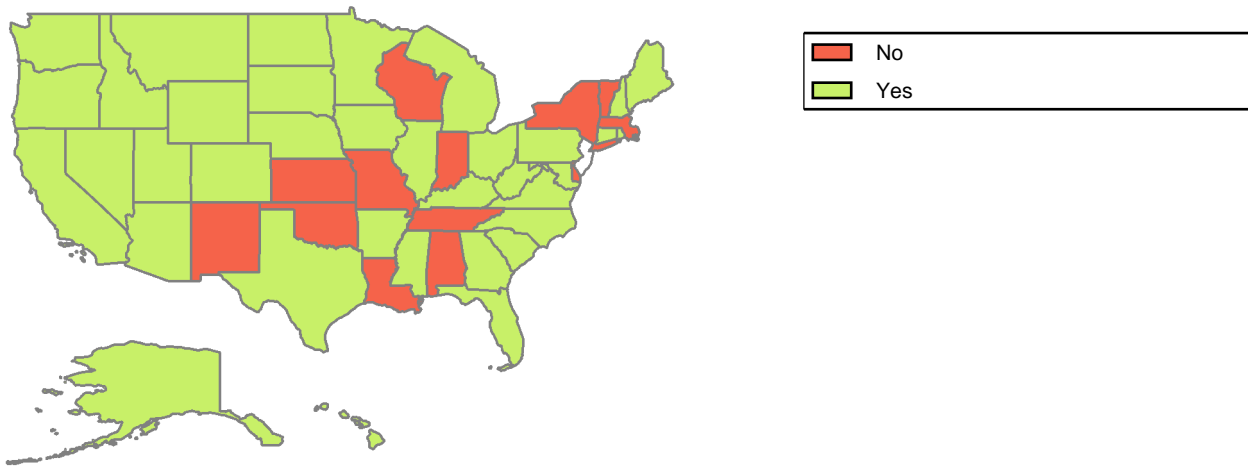
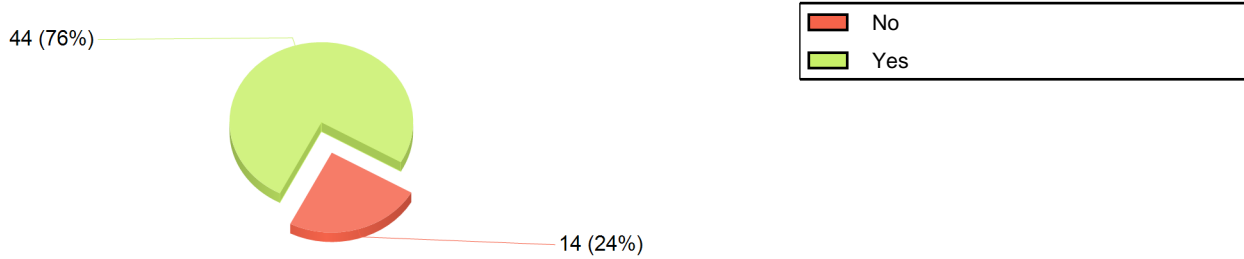
**Q18. Are malpractice payment reports stored/filed for future reference?**



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	ID, MD, NE, NE-APRN, NM	5	10%
Yes	AK, AL, AR, AZ, CA-RN, CO, CT, DC, DE, FL, GA, HI, IA, IL, IN, KS, KY, LA-RN, MA, ME, MI, MN, MO, MS, NC, ND, NH, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, WA, WI, WV-RN, WY	44	90%

**Q19. Can the Board of Nursing require evaluation for substance use disorder during an investigation?**



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AL, DE, IN, KS, LA-PN, LA-RN, MA, MO, NM, NY, OK, TN, VT, WI	14	24%
Yes	AK, AR, AS, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, FL, GA, GU, HI, IA, ID, IL, KY, MD, ME, MI, MN, MS, MT, NC, ND, NE, NE-APRN, NH, NV, OH, OR, PA, RI, SC, SD, TX, UT, VA, VI, WA, WV-PN, WV-RN, WY	44	76%

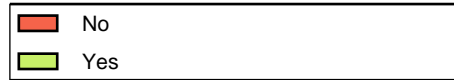
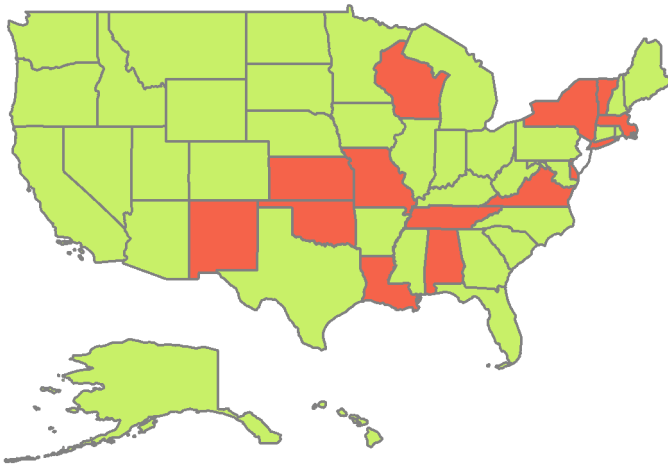


**Q20. Can the Board of Nursing require evaluation of physical and/or mental health during an investigation?**

44 (76%)



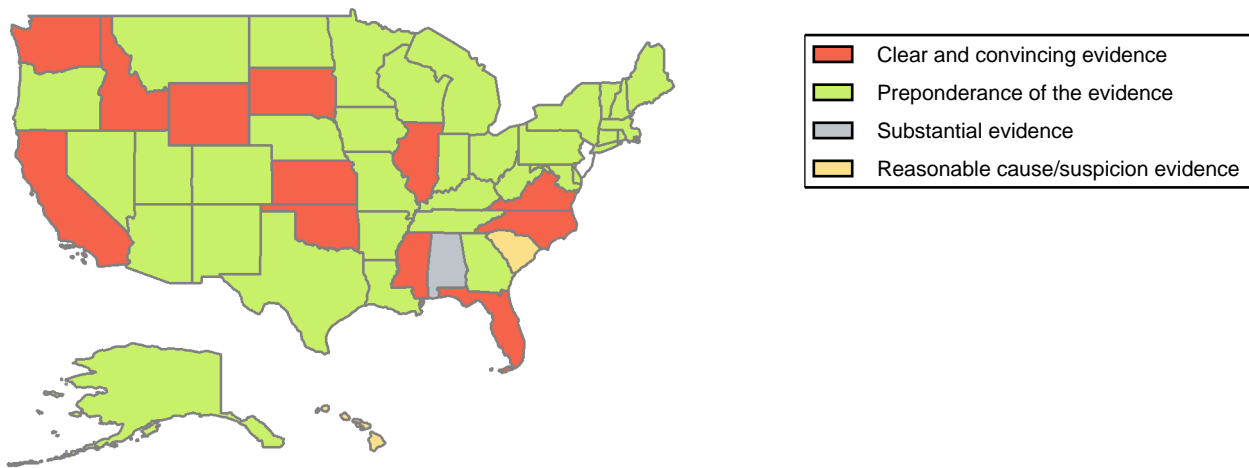
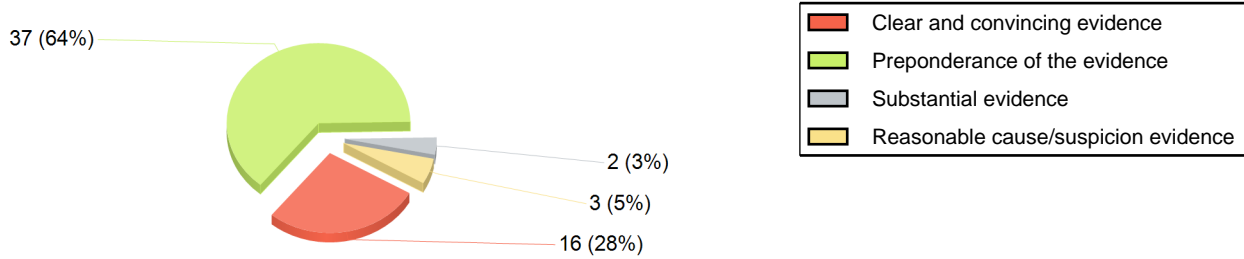
14 (24%)



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AL, DE, KS, LA-PN, LA-RN, MA, MO, NM, NY, OK, TN, VA, VT, WI	14	24%
Yes	AK, AR, AS, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, FL, GA, GU, HI, IA, ID, IL, IN, KY, MD, ME, MI, MN, MS, MT, NC, ND, NE, NE-APRN, NH, NV, OH, OR, PA, RI, SC, SD, TX, UT, VI, WA, WV-PN, WV-RN, WY	44	76%

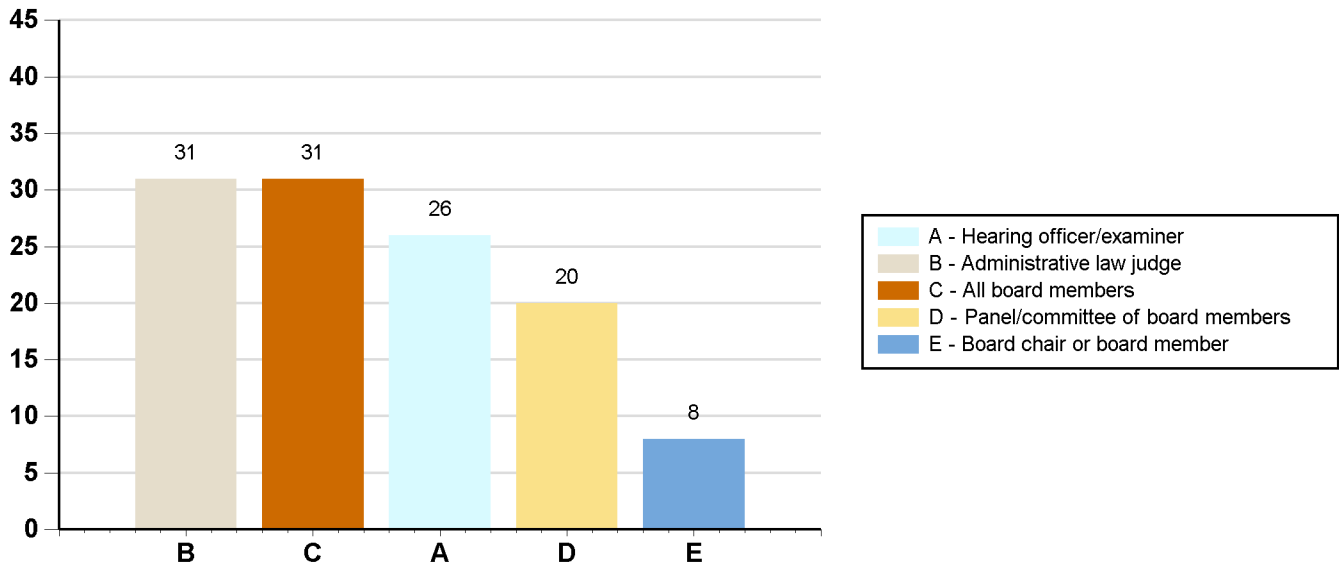
**Q21. What is the standard of proof for final adjudication?**



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

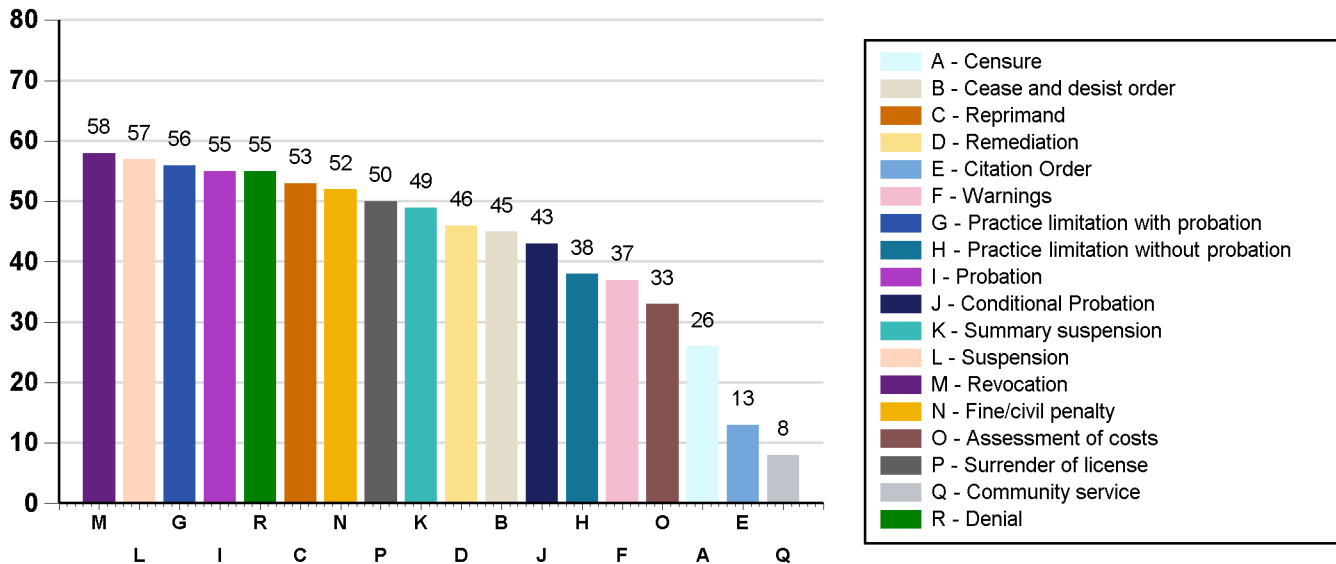
Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Clear and convincing evidence	CA-RN, CA-VN, CNMI, FL, GU, ID, IL, KS, MS, NC, OK, SD, VA, VI, WA, WY	16	28%
Preponderance of the evidence	AK, AR, AZ, CO, CT, DC, DE, GA, IA, IN, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MO, MT, ND, NE, NE-APRN, NH, NM, NV, NY, OH, OR, PA, RI, TN, TX, UT, VT, WI, WV-RN	37	64%
Substantial evidence	AL, AS	2	3%
Reasonable cause/suspicion evidence	HI, SC, WV-PN	3	5%

**Q22. Who hears formal disciplinary proceedings? (Check all that apply)**



Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Hearing officer/examiner	AL, CNMI, CO, DE, GU, HI, ID, KY, LA-PN, MA, ME, MO, MS, MT, NE, NE-APRN, NH, NY, OH, PA, RI, UT, VA, VI, WV-RN, WY	26	45%
Administrative law judge	AK, AL, AZ, CA-RN, CA-VN, CNMI, CO, DC, FL, GA, IA, IL, IN, KS, LA-RN, MD, MI, MN, MS, MT, ND, NM, NY, OR, SD, TX, UT, VT, WA, WI, WV-RN	31	53%
All board members	AR, AS, AZ, CA-RN, CA-VN, CNMI, CT, DC, DE, GA, IN, LA-PN, MD, ME, MN, MO, MS, NC, ND, NH, NM, NV, OK, SC, SD, UT, VA, VI, VT, WV-RN, WY	31	53%
Panel/committee of board members	AS, CNMI, DC, DE, IA, KY, LA-RN, MD, MS, NC, NH, NY, OK, PA, RI, SC, TN, VA, WA, WV-PN	20	34%
Board chair or board member	IL, MS, NH, PA, SC, UT, VA, VI	8	14%

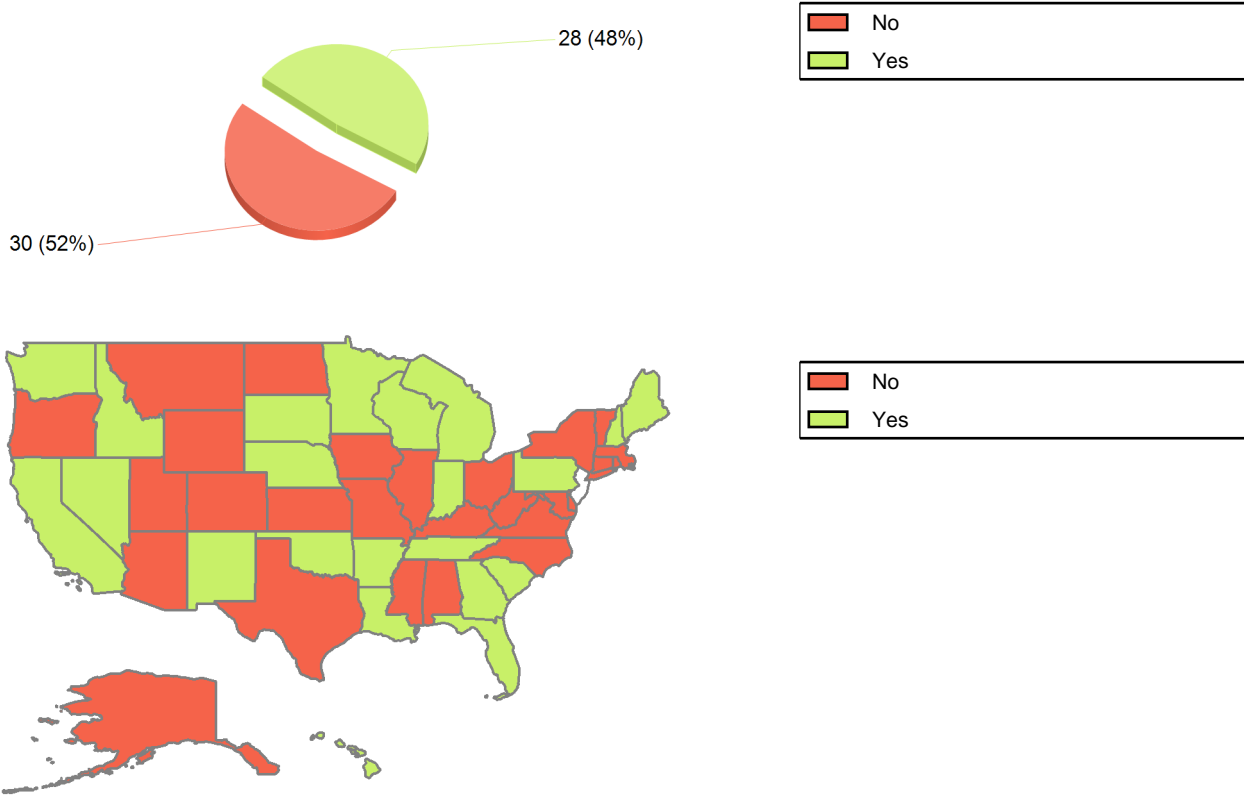
**Q23. Which of the following disciplinary actions can be ordered? (Check all that apply)**



Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Censure	AL, AZ, CO, CT, GU, HI, ID, IN, KS, LA-RN, MD, ME, MI, MN, MO, MS, MT, NE, NE-APRN, NH, NM, NV, NY, TN, VA, VI	26	45%
Cease and desist order	AK, AL, AR, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, GA, GU, HI, ID, IL, IN, KS, KY, LA-PN, LA-RN, MD, ME, MI, MN, MO, MS, MT, ND, NE, NE-APRN, NH, NM, NV, NY, OH, OK, PA, RI, SC, SD, TN, TX, UT, VA, VI	45	78%
Reprimand	AK, AL, AR, AZ, CA-RN, CNMI, CO, CT, DC, DE, FL, GA, GU, HI, IA, ID, IL, IN, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MS, MT, NC, ND, NH, NM, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, VI, VT, WA, WI, WV-PN, WV-RN, WY	53	91%
Remediation	AK, AL, AZ, CA-RN, CNMI, CO, CT, DC, DE, FL, GA, GU, HI, ID, IL, KS, KY, LA-PN, LA-RN, MA, MD, ME, MN, MS, MT, NC, ND, NH, NM, NV, NY, OH, OK, PA, SC, SD, TN, TX, UT, VA, VI, VT, WA, WI, WV-PN, WV-RN	46	79%
Citation Order	CA-RN, CA-VN, CNMI, GU, IA, ID, MS, NV, PA, TN, UT, VA, VI	13	22%
Warnings	AK, AL, AR, AS, AZ, CNMI, DC, GU, HI, IA, ID, IL, IN, KS, KY, LA-PN, LA-RN, MD, ME, MS, NC, NH, NM, NV, NY, PA, SC, SD, TN, TX, UT, VA, VI, VT, WI, WV-PN, WY	37	64%
Practice limitation with probation	AK, AL, AR, AS, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, DE, FL, GA, GU, HI, IA, ID, IL, IN, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MO, MS, MT, NC, ND, NE, NE-APRN, NH, NM, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, VI, VT, WA, WV-PN, WV-RN	56	97%
Practice limitation without probation	AK, AL, CNMI, CO, CT, DC, FL, GA, GU, HI, IA, ID, MD, MN, MT, NC, NE, NE-APRN, NH, NM, NV, NY, OH, OK, PA, RI, SC, SD, TN, TX, VA, VI, VT, WA, WI, WV-PN, WV-RN, WY	38	66%
Probation	AK, AL, AR, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, DE, FL, GA, GU, HI, IA, ID, IL, IN, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MO, MS, MT, NC, ND, NE, NE-APRN, NH, NM, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, VI, VT, WA, WV-PN, WV-RN	55	95%

Conditional Probation	AK, AL, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, FL, GA, GU, HI, IA, ID, IL, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MO, MT, NC, NE, NE-APRN, NH, NM, NV, NY, OK, PA, RI, SC, TN, TX, VA, VI, WA, WV-RN	43	74%
Summary suspension	AK, AR, AS, AZ, CNMI, CO, CT, FL, GA, GU, HI, IA, ID, IL, IN, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MO, MS, MT, NC, NH, NM, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, VA, VI, VT, WA, WI, WV-PN, WV-RN, WY	49	84%
Suspension	AK, AL, AR, AS, AZ, CA-RN, CNMI, CO, CT, DC, DE, FL, GA, GU, HI, IA, ID, IL, IN, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MO, MS, MT, NC, ND, NE, NE-APRN, NH, NM, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, VI, VT, WA, WI, WV-PN, WV-RN, WY	57	98%
Revocation	AK, AL, AR, AS, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, DE, FL, GA, GU, HI, IA, ID, IL, IN, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MO, MS, MT, NC, ND, NE, NE-APRN, NH, NM, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, VI, VT, WA, WI, WV-PN, WV-RN, WY	58	100%
Fine/civil penalty	AK, AL, AR, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, DE, FL, GA, GU, HI, IA, ID, IL, IN, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MS, MT, ND, NE, NE-APRN, NH, NM, NV, NY, OH, OK, OR, PA, SC, SD, TN, TX, UT, VA, VI, VT, WA, WV-PN, WV-RN	52	90%
Assessment of costs	AR, CA-RN, CA-VN, CNMI, DC, FL, GA, HI, ID, IN, KS, LA-PN, LA-RN, MD, ME, MN, MT, NC, ND, NE, NE-APRN, NH, NM, NV, OK, PA, SC, TN, VI, WA, WI, WV-PN, WV-RN	33	57%
Surrender of license	AK, AR, AS, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, FL, GA, GU, HI, IA, ID, IL, IN, KY, LA-RN, MA, MD, ME, MN, MO, MS, MT, NC, ND, NH, NM, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, VI, VT, WA, WI, WV-PN, WV-RN	50	86%
Community service	FL, GU, MN, MT, NM, NV, TN, VI	8	14%
Denial	AK, AL, AR, AZ, CA-RN, CA-VN, CNMI, CO, CT, DC, DE, FL, GA, GU, IA, ID, IL, IN, KS, KY, LA-PN, LA-RN, MA, MD, ME, MI, MN, MO, MS, MT, NC, ND, NE, NE-APRN, NH, NM, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, VI, VT, WA, WI, WV-RN, WY	55	95%

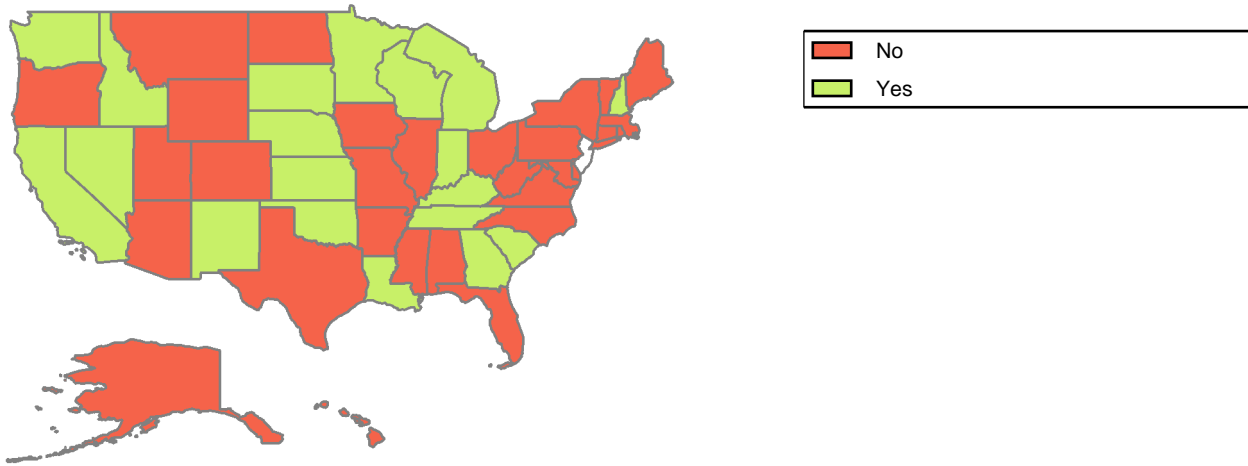
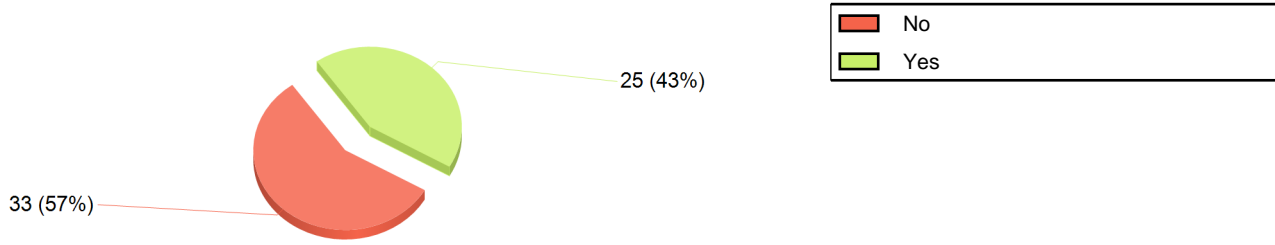
**Q24. Can the licensee be ordered to pay investigative fees?**



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AK, AL, AS, AZ, CO, CT, DC, DE, IA, IL, KS, KY, MA, MD, MO, MS, MT, NC, ND, NY, OH, OR, RI, TX, UT, VA, VI, VT, WV-RN, WY	30	52%
Yes	AR, CA-RN, CA-VN, CNMI, FL, GA, GU, HI, ID, IN, LA-PN, LA-RN, ME, MI, MN, NE, NE-APRN, NH, NM, NV, OK, PA, SC, SD, TN, WA, WI, WV-PN	28	48%

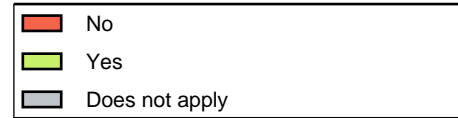
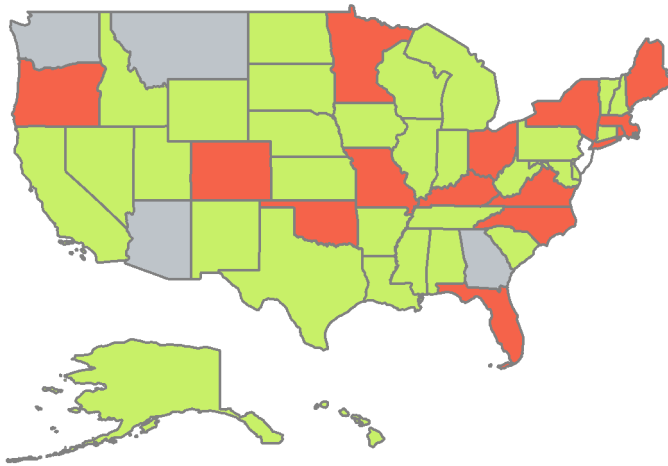
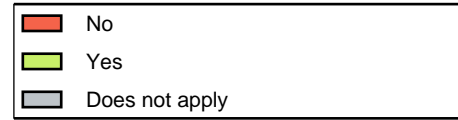
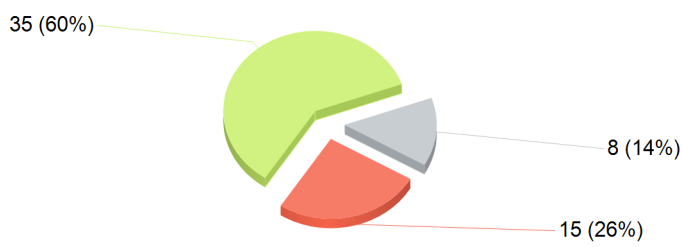
**Q25. Can the licensee be ordered to pay legal fees?**



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AK, AL, AR, AS, AZ, CO, CT, DC, DE, FL, HI, IA, IL, MA, MD, ME, MO, MS, MT, NC, ND, NY, OH, OR, PA, RI, TX, UT, VA, VI, VT, WV-RN, WY	33	57%
Yes	CA-RN, CA-VN, CNMI, GA, GU, ID, IN, KS, KY, LA-PN, LA-RN, MI, MN, NE, NE-APRN, NH, NM, NV, OK, SC, SD, TN, WA, WI, WV-PN	25	43%

**Q26. Can the licensee be ordered to pay monitoring fees?**

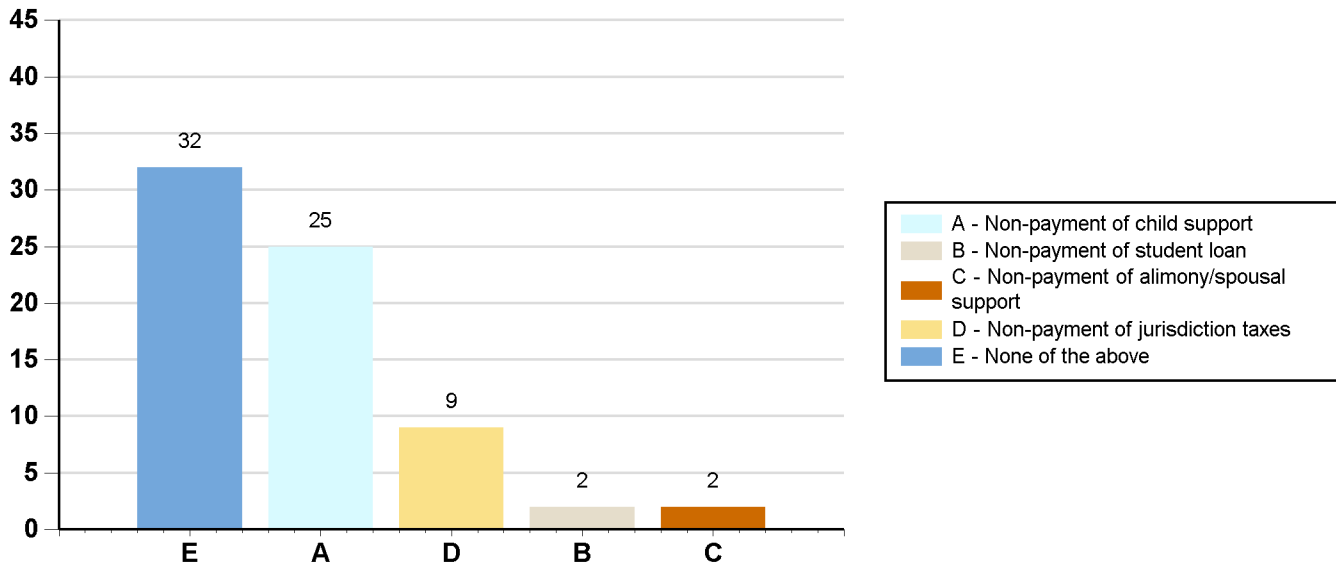


\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	CA-VN, CO, FL, KY, MA, ME, MN, MO, NC, NY, OH, OK, OR, RI, VA	15	26%
Yes	AK, AL, AR, CA-RN, CT, DE, GU, HI, IA, ID, IL, IN, KS, LA-PN, LA-RN, MD, MI, MS, ND, NE, NE-APRN, NH, NM, NV, PA, SC, SD, TN, TX, UT, VT, WI, WV-PN, WV-RN, WY	35	60%
Does not apply	AS, AZ, CNMI, DC, GA, MT, VI, WA	8	14%

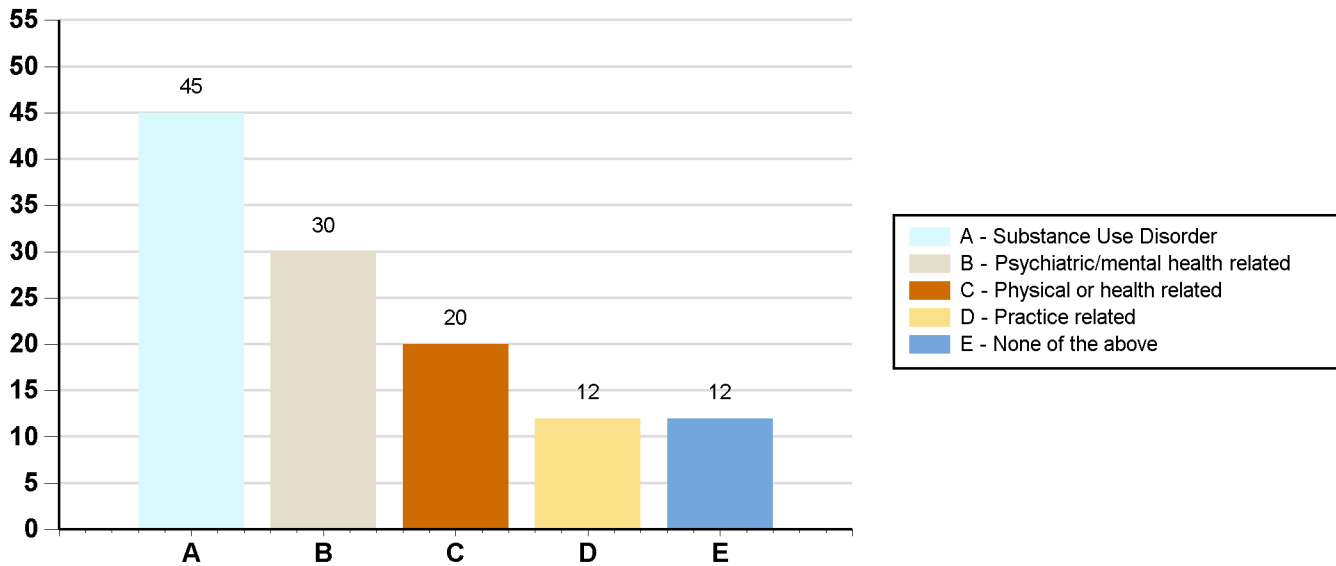


**Q27. Is the Board of Nursing required to take disciplinary action in any of the following instances? (Check all that apply)**



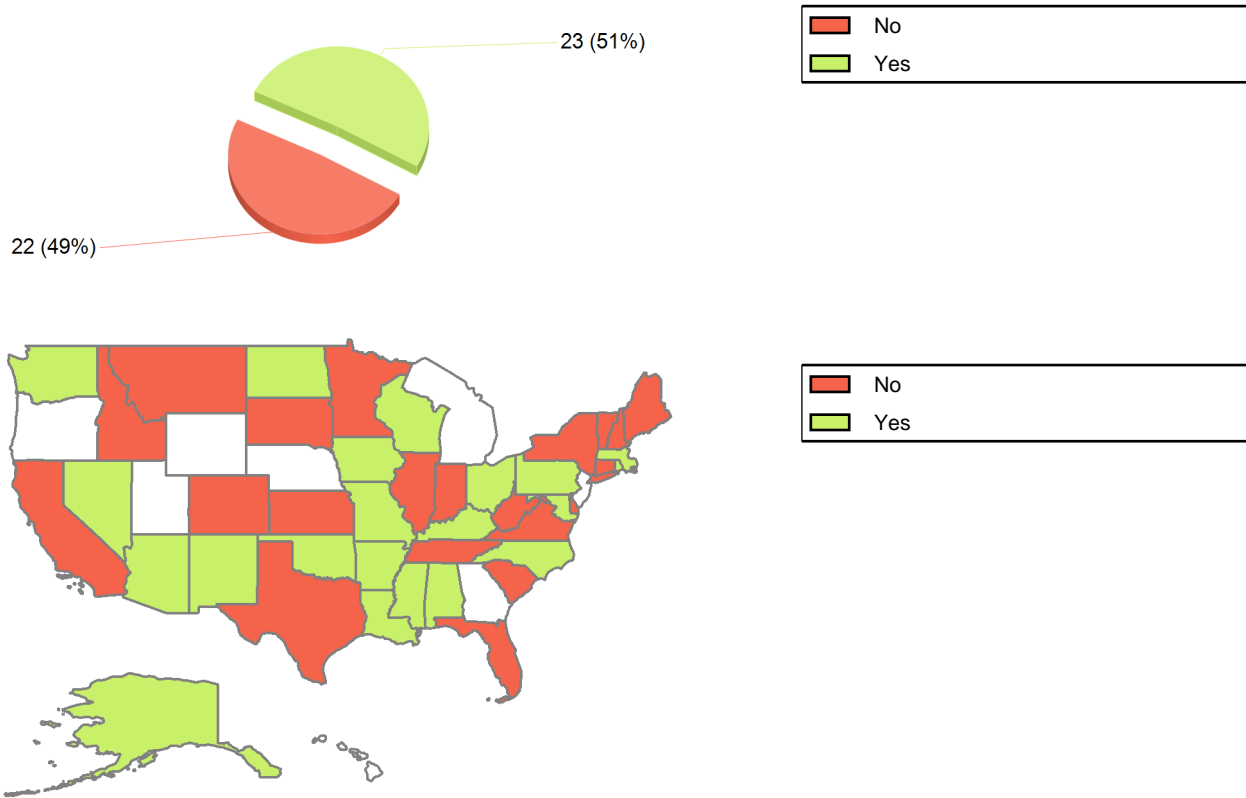
Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Non-payment of child support	AR, AZ, CA-RN, CO, DE, GA, HI, IA, ID, IL, KY, MA, MD, ME, MN, NC, NM, OH, OK, OR, PA, SC, TN, TX, WY	25	43%
Non-payment of student loan	GA, MA	2	3%
Non-payment of alimony/spousal support	DE, ME	2	3%
Non-payment of jurisdiction taxes	DE, IA, IL, KY, MA, ME, MN, MO, OR	9	16%
None of the above	AK, AL, AS, CA-VN, CNMI, CT, DC, FL, GU, IN, KS, LA-PN, LA-RN, MI, MS, MT, ND, NE, NE-APRN, NH, NV, NY, RI, SD, UT, VA, VI, VT, WA, WI, WV-PN, WV-RN	32	55%

**Q28. Does the Board of Nursing use non-disciplinary alternative programs for any of the following types of cases? (Check all that apply)**



Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Substance Use Disorder	AK, AL, AR, AZ, CA-RN, CO, CT, DC, DE, FL, GU, IA, ID, IL, IN, KS, KY, LA-RN, MA, MD, ME, MN, MO, MS, MT, NC, ND, NH, NM, NV, NY, OH, OK, PA, RI, SC, SD, TN, TX, VA, VI, VT, WA, WI, WV-RN	45	78%
Psychiatric/mental health related	AL, AZ, CA-RN, CO, CT, DC, DE, FL, GU, IA, ID, KS, LA-RN, ME, MN, MS, MT, NC, ND, NH, NV, PA, RI, SC, SD, TN, TX, VA, VI, WV-RN	30	52%
Physical or health related	AL, AS, AZ, CO, CT, FL, GU, IA, KS, LA-RN, ME, MN, MT, ND, NH, PA, SC, TN, VA, WV-RN	20	34%
Practice related	DC, GU, ID, MN, NC, OH, OK, PA, TN, VI, VT, WA	12	21%
None of the above	CA-VN, CNMI, GA, HI, LA-PN, MI, NE, NE-APRN, OR, UT, WV-PN, WY	12	21%

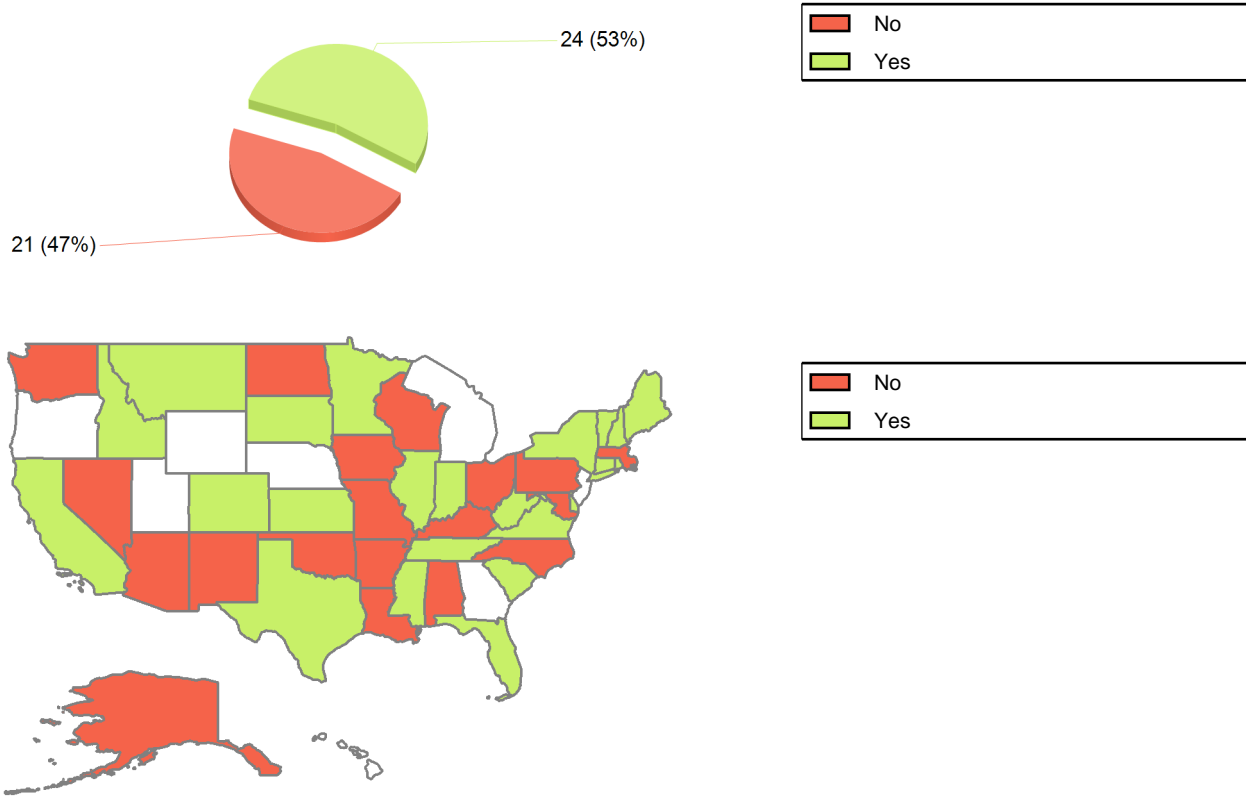
**Q29. Does the Board of Nursing offer an in-house non-disciplinary monitoring program for Substance Use Disorder?**



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	CA-RN, CO, CT, DE, FL, ID, IL, IN, KS, ME, MN, MT, NH, NY, SC, SD, TN, TX, VA, VI, VT, WV-RN	22	49%
Yes	AK, AL, AR, AZ, DC, GU, IA, KY, LA-RN, MA, MD, MO, MS, NC, ND, NM, NV, OH, OK, PA, RI, WA, WI	23	51%

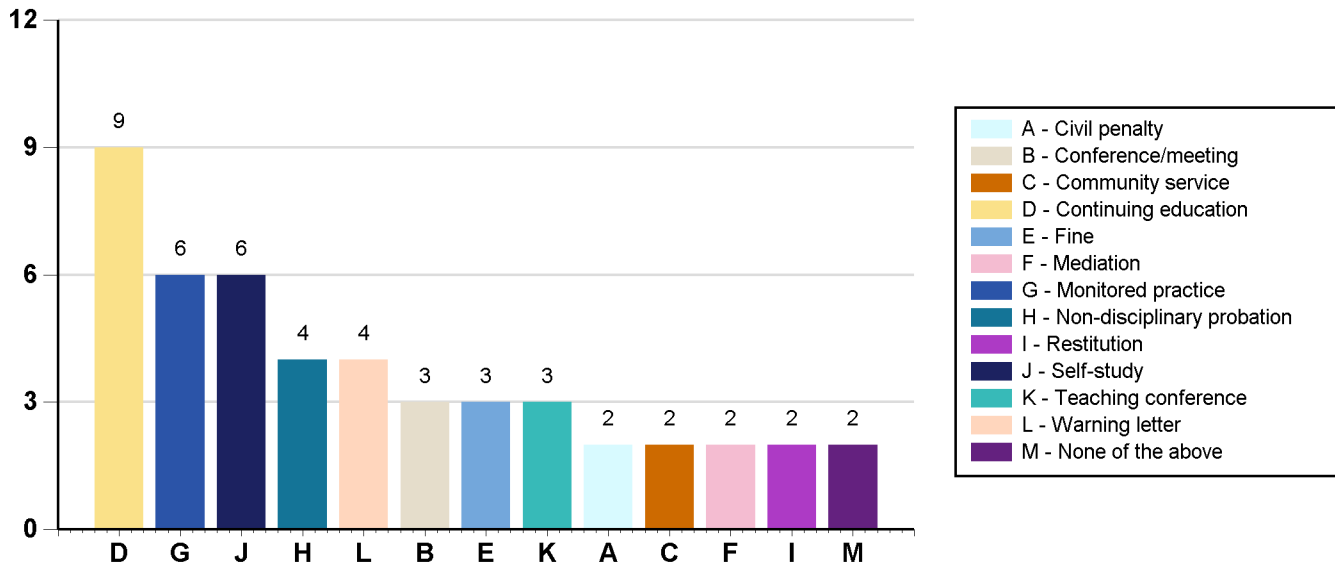
**Q30. Does the Board of Nursing refer the licensee to a contracted monitoring program for Substance Use Disorder?**



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

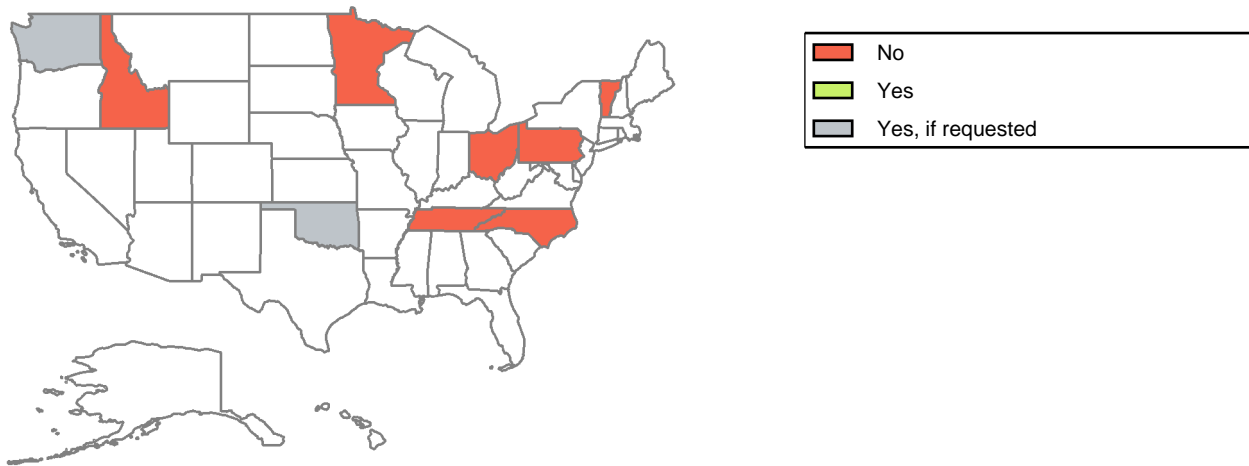
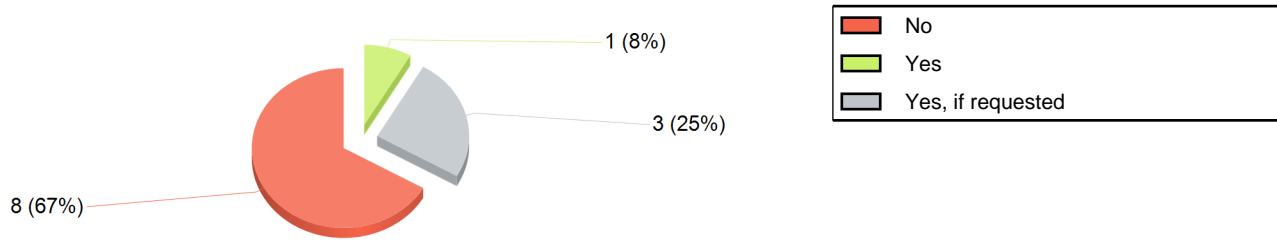
Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AK, AL, AR, AZ, DC, GU, IA, KY, LA-RN, MA, MD, MO, NC, ND, NM, NV, OH, OK, PA, WA, WI	21	47%
Yes	CA-RN, CO, CT, DE, FL, ID, IL, IN, KS, ME, MN, MS, MT, NH, NY, RI, SC, SD, TN, TX, VA, VI, VT, WV-RN	24	53%

**Q31. If the Board of Nursing uses a non-disciplinary practice-related alternative program, which of the following may be included in the alternative program? (Check all that apply)**



Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
Civil penalty	GU, VI	2	17%
Conference/meeting	GU, OH, VI	3	25%
Community service	GU, VI	2	17%
Continuing education	GU, MN, NC, OH, OK, PA, VI, VT, WA	9	75%
Fine	GU, OK, VI	3	25%
Mediation	GU, VI	2	17%
Monitored practice	GU, NC, OH, PA, VI, WA	6	50%
Non-disciplinary probation	GU, NC, PA, VI	4	33%
Restitution	GU, VI	2	17%
Self-study	GU, MN, PA, VI, VT, WA	6	50%
Teaching conference	GU, PA, VI	3	25%
Warning letter	DC, GU, NC, VI	4	33%
None of the above	ID, TN	2	17%

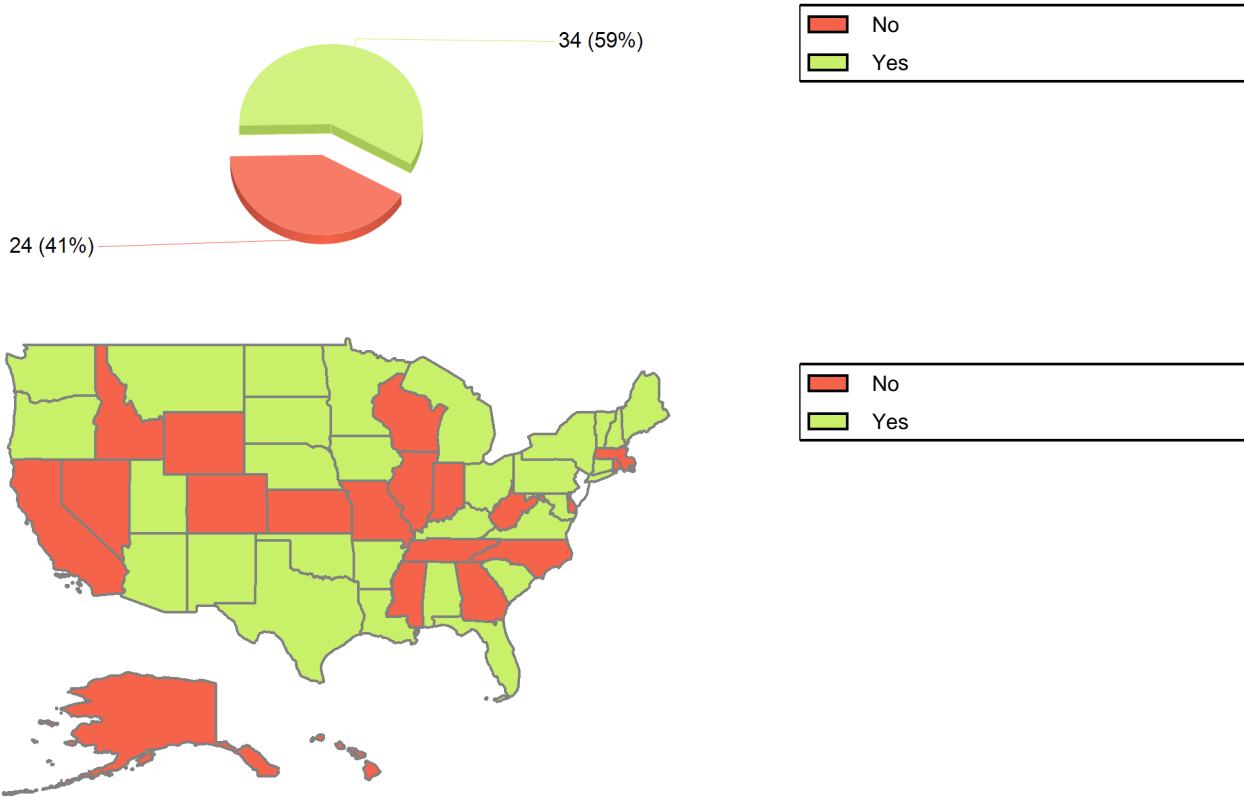
Q32. Is participation by the licensee in non-disciplinary practice-related alternative program disclosed as public information?



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	DC, ID, MN, NC, OH, PA, TN, VT	8	67%
Yes	GU	1	8%
Yes, if requested	OK, VI, WA	3	25%

**Q33. Is there a specific statute or regulation about the rights and responsibilities of a complainant?**



\*PN BONs and US Territories are not displayed on the map. For detailed information, please see the text responses below.

Responses	Jurisdictions	Number of Boards	Percentage of Boards Responding
No	AK, AS, CA-RN, CA-VN, CO, DC, DE, GA, HI, ID, IL, IN, KS, MA, MO, MS, NC, NV, RI, TN, VI, WI, WV-RN, WY	24	41%
Yes	AL, AR, AZ, CNMI, CT, FL, GU, IA, KY, LA-PN, LA-RN, MD, ME, MI, MN, MT, ND, NE, NE-APRN, NH, NM, NY, OH, OK, OR, PA, SC, SD, TX, UT, VA, VT, WA, WV-PN	34	59%