105 CMR 168.000: LICENSURE OF ALCOHOL AND DRUG COUNSELORS

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168.001: Purpose

105 CMR 168.000 set forth standards for the licensure of Alcohol and Drug Counselors.

168.002: Authority

105 CMR 168.000 is adopted under the authority of M.G.L. c. 111J and M.G.L. c. 30A, § 2.

168.003: Citation

105 CMR 168.000 shall be known and may be cited as 105 CMR 168.000: *Licensure of Alcohol and Drug Counselors*.

168.004: Definitions

The terms used in 105 CMR 168.000 shall be interpreted as follows, unless the context or subject matter clearly requires a different interpretation:

Alcohol/Drug Abuse means the use of alcohol or other drugs, or both, to the extent or frequency that it impairs of endangers one's health, social, or economic function, or the health and welfare of others, and can be used interchangeably with "substance abuse".

Approved Program means a program approved by the Department for the education and training of alcohol and drug counselors.

Approved Work Experience means supervised work experience, approved by the Department, in alcohol and drug abuse treatment, intervention and prevention. Minimum requirements include practice in diagnostic assessment, intervention, and alcoholism and/or drug counseling to establish and maintain recovery and prevent relapse; and weekly, on-site and documented clinical supervision.

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Behavioral Sciences means anthropology, art/dance therapy, child development/family relations, community mental health, chemical dependence, counseling/guidance, criminal justice, divinity/religion/theology, drama therapy, education, gerontology, health administration, health education, human services, music therapy, nursing/medicine, occupational therapy, pastoral counseling, physical therapy, psychology, recreational therapy, rehabilitation counseling, social work, sociology, special education, speech pathology, and vocational counseling.

Bureau of Substance Abuse Services (or "Bureau") means the Department of Public Health's Bureau of Substance Abuse Services, including its director and staff.

Certified Alcohol and Drug Counselor means a person who is certified by the Massachusetts Board of Substance Abuse Counselor Certification (MBSACC), the American Academy of Healthcare Providers in the Addictive Disorders, the National Association of Alcohol and Drug Abuse Counselors (NAADAC), or the International Certification & Reciprocity Consortium (ICRC), or who holds a current certificate from any recognized certifying body (*i.e*. CEAP, CNAC, CCS, *etc*.) satisfactory to the department.

Certificate of Approval means a certificate issued to programs approved by the Department for the training of alcohol and drug counselors.

Clinical Supervision means an ongoing, regularly occurring process of examination, critique, and improvement of a counselor's skills provided by a Licensed alcohol and drug counselor I, that involves one to one or small group in structure, and utilizes the methods of intensive case review and discussion, and direct and indirect observation of clinical practice.

Commissioner means the Commissioner of Public Health or his/her designee.

Counselor Core Functions means the following categories: screening, intake, orientation, assessment, treatment planning, counseling, case management, crisis intervention, client education, referrals, reports and record keeping, and consultation with other professionals.

Continuing Professional Education means training obtained from an accredited post-secondary institution, a governmental agency, professional organization, training institute, in-service training program, or other training approved by the Department. Approval of continuing professional education requires a curriculum with specified goals and objectives (published in advanced), appropriate credentials of the presenter, and a written evaluation to be completed by participants.

Department means the Massachusetts Department of Public Health.

Facility means an alcohol and other drug abuse prevention, intervention, or treatment agency which is publicly or privately owned, for-profit or not-for-profit, and which is licensed, or required to be licensed by the Commonwealth, or is under contract to a Commonwealth (state) agency.

ICRC/AODA, Inc. means the International Certification Reciprocity Consortium/Alcohol and Other Drug Abuse, Inc.

Licensed Alcohol and Drug Abuse Counselor Assistant means a person licensed by the Department to provide recovery based services under direct clinical and administrative supervision. A licensed alcohol and drug counselor assistant shall meet the work experience and educational requirements established by the Department.

Licensed Alcohol and Drug Abuse Counselor I means a person Licensed by the Department to conduct an independent practice of alcohol and drug counseling, and to provide supervision to other alcohol and drug counselors. A licensed alcohol and drug counselor I: shall have received a master's or doctoral degree in behavioral sciences, including a supervised counseling practicum which meets the requirement established by the Department or such equivalent educational credits as may be established by the Department; shall have at least three years of approved work experience; and shall have passed a licensing examination approved by the Department.

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Licensed Alcohol and Drug Counselor II means a person licensed by the Department to practice alcohol and drug counseling under clinical supervision. A licensed alcohol and drug counselor II: shall have completed an approved program of education, including a supervised counseling practicum which meets the requirement established by the Department; shall have at least three years of approved work experience; and shall have passed a licensing examination approved by the Department.

Public Health Council means the Public Health Council of the Department of Public Health.

Recognized Certifying Body means an organization recognized by the Department that certifies, credentials or licenses alcohol and drug counselors; provided, however, that the standards of such body are at least as stringent as those established by the Department.

Supervised Counseling Practicum means those activities designed to provide training in specific counselor core functions in a program approved by the Department for the educational and training of alcohol and drug counselors.

168.005: Exemptions

(A) The following individual shall be exempt from the licensing requirements of M.G.L. c. 111J and the provisions of 105 CMR 168.000 shall not apply to the following individuals:

(1) an educational psychologist, marriage and family therapist, mental health counselor, nurse practitioner, occupational therapist, physician, physician assistant, practical nurse, psychologist, registered nurse, rehabilitation counselor and social worker;

(2) an employee or other agent of a recognized academic institution or employee assistance program or a federal, state, county or local government institution, program agency or facility or school committee, school district, school board or board of regents while performing alcohol and drug counseling duties solely for the respective agency or under the jurisdiction of such agency; provided, however, that a license pursuant to 105 CMR 168.000 need not be a requirement for employment in any state, county or municipal agency;

(3) an employee of an alcohol or drug treatment program or facility which is licensed or approved by the Department pursuant to M.G.L. c. 111B and M.G.L. c. 111E; provided, however, that such individual perform alcohol and drug counseling solely within or under the jurisdiction of such program or facility.

(B) Nothing in 105 CMR 168.005 prevents qualified members of other professions, including attorneys, Christian Sciences practitioners or members of the clergy, from providing alcohol or drug counseling consistent with accepted standards of their respective professions, provided, however, that no such person shall use a little starting or implying that such person is licensed alcohol and drug counselor.

(C) Nothing in 105 CMR 168.005 prevents members of peer groups or self-help groups from performing peer group or self-help activities; provided, however, that no such person shall use a title stating or implying that such person is a licensed alcohol and drug counselor.

(D) Individuals in 105 CMR 168.005(A), (B) and (C) do not require a license to perform alcohol and drug counseling but are not precluded from applying for licensure under the provisions of 105 CMR 168.000

168.006: Eligibility Requirements

(A) To be eligible for applying for licensure as a licensed alcohol and drug counselor I, an applicant shall:

(1) be at least 18 years of age with a copy of either a birth certificate, driver’s license or passport as documentation;

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(2) have a master's or doctorate degree in behavioral sciences from an educational institution which is recognized by a nationally or regionally recognized educational or professional accrediting organization, with a minimum of 18 graduate semester hours in counseling or counseling-related subjects; and have completed an approved program of education consisting of a minimum of 270 hours that address the full range of knowledge, skills, and professional techniques related to alcohol and drug counseling. Minimum requirements are as follow:

(a) 110 hours related to knowledge of alcoholism and drug abuse.

(b) 75 hours related to alcohol and drug abuse counseling; assessment; clinical evaluation; treatment planning and case management.

(c) 75 hours related to patient, family and community education (for alcohol and drugs, HIV/AIDS, infectious diseases, tobacco cessation, *etc*.); cultural competency and/or other co-existing issues.

(d) ten hours related to professional and ethical responsibilities.

(3) have completed 300 hours of supervised counseling practicum in a program approved by the department for the education and training of alcohol and drug counselors. Of the 300 total hours, each of the 12 counselor core functions must be performed for a minimum of ten hours. A minimum of one hour of direct face-to-face supervision to ten hours of practical experience must be documented. Applicants must provided documentation of the time spent in supervision from a professional supervisor directly involved in providing this practical training to the applicant.

(4) have at least three years or 6,000 hours of supervised full-time work experience (approved work experience). This experience must include the provision of direct patient services or the provision of documented supervision of direct patient services, and must have been obtained within the past ten years prior to application. Work experience must include all of the following minimum requirements to be approved:

(a) practice in diagnostic assessment, intervention, and alcoholism and/or drug counseling in both individual and group settings;

(b) practice in alcoholism and/or drug counseling to establish and maintain recovery and prevent relapse; and

(c) weekly, on-site and documented clinical supervision;

(5) successfully completed a Department prescribed written examination, provided, however, that portions thereof may be conducted orally.

(6) accept the standards set forth in the Code of Ethical Principles by signing a affidavit agreeing to abide by the Code.

(B) To be eligible to apply for licensure as a licensed alcohol and drug counselor II an applicant shall:

(1) be at least 18 years of age with a copy of either a birth certificate, driver's license or passport as documentation, and show proof of a high school diploma or equivalent;

(2) have completed an approved program of education consisting of a minimum of 270 hours that address the full range of knowledge, skills and professional techniques related to alcohol and drug counseling. Minimum requirements are as follows:

(a) 110 hours related to knowledge of alcoholism and drug abuse.

(b) 75 hours related to alcohol and drug abuse counseling; assessment; clinical evaluation; treatment planning and case management.

(c) 75 hours related to patient, family and community education (for alcohol and drugs, HIV/AIDS, infectious diseases, tobacco cessation, *etc*.); cultural competency and/or other co-existing issues.

(d) ten hours related to professional and ethical responsibilities.

(3) have completed 300 hours of a supervised counseling practicum in a program approved by the department for the education and training of alcohol and drug counselors. Of the 300 total hours, each of the 12 counselor core functions must be performed for a minimum of ten hours. A minimum of one hour of direct face-to-face supervision to ten hours of practical experience must be documented. Applicants must provide documentation of the time spent in supervision from a professional supervisor directly involved in providing this practical training to the applicant.

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(4) have at least three years or 6,000 hours of supervised full-time work experience (approved work experience), provided, however that applicants with a bachelor's degree (or higher) from an accredited school may waive 2,000 of the required 6,000 hours of the required work experience if official transcripts and other documentation is provided. This experience must include the provision of direct patient services, and must have been obtained within the past ten years prior to application. Work experience must include all of the following minimum requirements to be approved:

(a) practice in diagnostic assessment, intervention, and alcoholism and/or drug counseling in both individual and group setting;

(b) practice in alcoholism and/or drug counseling to establish and maintain recovery and prevent relapse; and

(c) weekly, on-site and documented clinical supervision;

(5) successfully complete a Department prescribed written examination, provided, however, that portions thereof may be conducted orally.

(6) accept the standards set forth in the Code of Ethical Principles by signing an affidavit agreeing to abide by the Code.

(C) To be eligible to apply for licensure as a licensed alcohol and drug counselor assistant an applicant shall:

(1) be at least 18 years of age with a copy of either a birth certificate, driver's license or passport as documentation, and show proof of a high school diploma or equivalent;

(2) have at least one year or 2,000 hours of supervised full-time work experience in the alcoholism and drug abuse field;

(3) have a minimum of ten hours of continuing education training in each of the five subject areas covered by the examination (assessment; counseling; case management; client, family and community education; and professional responsibility);

(4) have successfully completed a Department prescribed written examination, provided, however, that portions thereof may be conducted orally;

(5) accept the standards set forth in the Code of Ethical Principles by signing an affidavit agreeing to abide by the Code.

(D) A licensed alcohol and drug counselor I may provide clinical supervision to a licensed alcohol and drug counselor II and/or a licensed alcohol and drug counselor assistant. A licensed alcohol and drug counselor II may provide clinical supervision to a licensed alcohol and drug counselor assistant.

168.007: Application to Sit for Oral and Written Examination and Licensing Fees

(A) Forms. Application to sit for the examination shall be made on forms provided by the Department.

(B) Signature. Each application form shall be signed by the applicant.

(C) Documentation. All education and training claimed must be supported, as appropriate, by an academic transcript or a certificate or letter of completion which includes the applicant's name; the name of the educational and training institution or provider; the title of the training; the date of completion; and the number of education and training hours associated with completion of the training.

(D) Evaluations. Each application shall include three evaluations written by individuals with a minimum of six months of direct knowledge of the applicant's performance. A current, or most recent supervisor shall write one of the three evaluation submitted. Evaluations submitted will be kept confidential, to the extent permitted by law.

(E) Affidavit of Ethical Principles. Each applicant shall sign an affidavit that states the applicant agrees to abide by the Code of Ethical Principles.

(F) Fees. Each application submitted shall include the requisite fee of $100.00.

168.008: Review of Applications

(A) Completeness Review. Applications shall be reviewed for completeness and eligibility.

(B) Complete Applications. Applicants whose applications are determined to be completed and who meet the qualifications for licensure shall be notified by mail of the time, place, and date of the next scheduled written examination.

(C) Incomplete Applications. Applicants whose applications are not complete shall be notified by the Department, by mail, as to the information required for completeness.

(D) Eligibility Determination. Applicants shall be notified by the Department, by mail, of their eligibility determination.

168.009: Examinations

(A) The written examination shall consist of multiple-choice questions that test factual knowledge related to the requisite competence areas, professional activities, and ethical principles of alcohol and drug counseling.

(B) Examinations will be administered at least once per year, as determined by the Department.

(C) The schedule of dates for the written examinations will be established at least 120 days prior to the examination. The Department shall notify applicants who have requested to be scheduled for a written examination of the time, date and address of the location at which they have been schedule to take the examination no less than two weeks prior to the scheduled date. Any physical and/or learning accommodation shall be provided pursuant to Department policy and ADA requirements.

(D) The oral examination may be administered to those applicants who pass the written examination. The format of the examination shall be consistent with those standards established by the ICRC and consistent with any Department recognized certifying body.

(E) A passing score for all examinations shall be determined by the Department.

168.010: Examination Review, Notification and Administrative Review

(A) Applicants will received notification of their written examination score within a set number of days determined by the Department.

(B) Applicants who fail the examination may retake the examination one additional time within the 12-month period from the date of the initial examination.

(C) With notification of a determination to deny issuance of a license, an applicant who has failed the written examination may request an administrative review of the determination within 30 days.

168.011: Terms of Licensure

(A) The Department shall issue licensed to qualified applicants. Said licensed, unless previously suspended or revoked, shall expire on the first day of October of each even numbered year following the date of issuance of the original license or shall expire not more than two years from date of issue as determined by the department.

On or before the first day of August each even-numbered year or at least 60 days prior to the expiration date, the Department shall mail an application for renewal of license to every person to whom a license has been issued or renewed during the current licensure period. License renewal applications shall be filed with the Department, together with a non-refundable renewal fee payable to the Commonwealth of Massachusetts, on or before the 15th day of September each even-numbered year or 30 days prior to the expiration date of the license.

(B) Applicants for license renewal shall submit evidence of all continuing professional education required to maintain the desired level of licensure as specified in 105 CMR 168.015.

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(C) Failure to comply with these requirements shall constitute grounds for non-renewal or expiration of a license. If such action is taken, the Department shall provide the applicant with written notice of the Department's decision stating the reasons of the denial.

168.012: Grandparenting Licensure

(A) An applicant practicing in the Commonwealth as an alcohol and drug counselor on July 1, 1999, and who applies for licensure within one year of September 13, 2002, shall be exempt from the licensure requirements for either a licensed alcohol and drug counselor I or II. Provided that the applicant for an alcohol and drug counselor I license:

(1) has a Certified Alcohol and Drug Abuse Counselor (CADAC) certification, or a Certified Clinical Supervision (CCS) certification, or a Certified Addiction Specialist (CAS) certification, or a Certified Employment Assistance Professional (CEAP) certification, or a Certified Alcohol Counselor (CAC) certification; or

(2) has *bona fide* supervisory clinical or administrative responsibility as an executive director, program director or clinical director of a substance abuse program, as such program is defined by the department of public health; or

(3) has *bona fide* clinical or administrative responsibility as a supervisor in a substance abuse program, as such program is defined by the department of public health, and has at least 10,000 hours of substance abuse clinical experience and 2000 hours of supervisory experience documented by the program directors who supervised said clinical and supervisory experience; or

(4) has a master's degree in behavioral science and 4,000 hours of substance abuse clinical experience and 270 of education related to alcohol and drug counseling as defined by the department of public health; or

(5) has a bachelor's degree and 6,000 hours of substance abuse clinical experience and hours of education related to alcohol and drug counseling as defined by the department of public health

(B) Alcohol and drug counselor II applicants must have at least 6,000 hours of substance abuse counseling experience documented by the program director(s) who supervised said counseling experience, and 180 hours of education related to alcohol and drug counseling as defined by the department of public health.

168.013: Examination Waiver

The Department will issue a license without requiring written or oral examination to any applicant who is deemed eligible based on the following:

(A) the applicant holds a current, valid certification from a recognized certifying body including: MBSACC, CEAP, CAC, NAADAC, ICRC.

(B) the applicant meets the requirements of one of the three eligibility categories set forth in 105 CMR 168.006(A) through (C).

168.014: Reciprocity

The Department will issue a license without requiring written or oral examination to any applicant who is deemed eligible for reciprocity based on the following:

(A) the applicant holds a current, valid licensed as an alcohol and drug counselor or a comparable field in other state wherein the requirements for licensure are deemed by the Department to be equivalent to or in excess of those requirements of the Department; and,

(B) the Department receives written verification from the other state licensing authority that the applicant is in good standing.

168.015: Continuing Professional Education

(A) Continuing professional education will be accepted for training and education activities approved by the Department related to alcohol and drug abuse counseling in the counselor core competency function areas including those areas delineated in 105 CMR 168.006(B)(2) Eligibility Requirements. The Department shall issue guidelines and stipulate the number of continuing professional education hours required for each licensed category.

(B) The Department (or designee) shall issue guidelines for all continuing professional education programs and providers, including the eligibility requirements for distance learning and education. Approved continuing professional education that meets license renewal requirements shall include (but not be limited to) a curriculum with specified goals and objectives (published in advance), appropriate credentials of the presenter, and written evaluation to be completed by participants.

(C) At each license renewal two-year cycle, a random sample of applicants for license renewal will be asked to submit the required documentation to verify that they have met this requirement. Credit hours are neither retroactive nor cumulative, and must be earned within the biennium for which they are claimed. Required documentation of continuing professional education shall include:

(1) the name of the participant completed by the authorizing agent of the sponsoring organization;
(2) the name of the training and trainer;
(3) the specific dates attended and the number of hours.

168.016: Complaints

(A) The Department shall investigate every complaint received about practices or acts which may violate M.G.L. c. 111J or any provision of 105 CMR 168.000.

(B) If the Department finds that an investigation is not required because the alleged act or practice is not in violation M.G.L. c. 111J or 105 CMR 168.000, then the Department shall notify the complainant of this findings and the reasons on which it is based.

(C) If the Department finds that an investigation is required, because the alleged act or practice may be in violation M.G.L. c.111J or 105 CMR 168.000, the Department shall investigate and if a finding is made that the act or practice is in violation of M.G.L. c. 111J or 105 CMR 168.000, then the Department shall apply whatever enforcement action is appropriate to remedy the situation and the Department shall notify the complainant of its actions in this manner.

(D) Investigation of complaints may lead to enforcement actions including correction orders, assessment, revocation, suspension, or refusal to renew a license, or modification of a license by the Department.

168.017: Grounds for Denial of License

(A) The Department may deny licensure or any of the following grounds:
(1) Failure to meet Department-approved-requirements for licensure;
(2) Failure to conform to the requirements of 105 CMR 168.000;
(3) Any actions or omissions which would indicate that the health or safety of the public would be at risk should licensure be approved;
(4) Any previous violation of M.G.L c. 111J or 105 CMR 168.000;
(5) Any attempt to practice as a licensed alcohol and drug counselor or obtain licensure through fraud, deceit, or misrepresentation.

(B) Applicants denied licensure may reapply, but not more than twice a year.

168.018: Grounds for Suspension of License

The Department may summarily suspend a license pending a final hearing on the merits on the question of revocation if, based on the evidence before it, the Department determines that a licensee is an immediate and serious threat to the public health, safety or welfare.

168.019: Grounds for Revocation of License, or Refusal to Renew License

(A) The Department may revoke a license or refuse to renew a license on the following grounds, each of which, in and of itself, shall constitute full an adequate grounds for revocation or refusal to review:

(1) fraud or misrepresentation in obtaining a license, or its renewal;

(2) criminal conduct which the department determines to be of such a nature as to render such person unfit to practice as a licensed alcohol and drug counselor as evidence by criminal proceedings resulting in conviction, guilty plea, or a plea of nolo contendere or an admission of sufficient facts;

(3) violation of any rule or regulation of he department governing the practice of alcohol and drug counselors;

(4) violations of ethical standards which the department determines to be of such a nature as to render such person unfit to practice as a licensed alcohol and drug counselor.

(5) Other just and sufficient cause which the department may determine would render a person unfit to practice as a licensed alcohol and drug counselor.

(6) Practicing alcohol and drug counseling while the ability to practice is impaired by alcohol, drugs, physical disability or mental instability;

(7) Being habitually drunk or being dependent on, or a habitual use of narcotics, barbiturates, amphetamines, hallucinogens, or other drugs having similar effects;

(8) knowingly permitting, aiding or abetting an unlicensed person to perform activities requiring a license;

(9) Continuing to practice while his/her license is lapse, suspended, or revoked;

(10) Practicing alcohol and drug counseling deceitfully, or engaging in conduct which has the capacity to deceive or defraud;

(11) Having been disciplined in another jurisdiction in any way by the proper licensing authority for reasons substantially the same as those set forth in 105 CMR 168.000;

(12) Conviction of Medicaid or Medicare fraud;

(13) Cheating on or attempting to compromise the integrity of any licensing examination for alcohol and drug counselors;

(14) Refusing to provide services to a person because of such person's race, creed, color, gender, age, disability, national origin, or sexual orientation; and

(B) Other Grounds for Complaints Against Alcohol and Drug Counselors. Nothing herein shall limit the Department's adoption of policies and grounds for discipline through adjudication as well as through rule making.

168.020: Adjudicatory Proceeding

(A) If the Department determines that a license should be suspended, denied, revoke or refused renewal, it shall provide written notice to the applicant or licensee of:

(1) the intended actions;

(2) the reasons and grounds therefore; and

(3) the applicant's or licensee's right to file a written request for an adjudicatory hearing in accordance with M.G.L. 30A and 801 CMR 1.00: *Standard Adjudicatory Rules of Practice and Procedure*.

(B) Where denial, refusal or renew, revocation or suspension is based solely on the failure of the licensee to file timely an application or pay prescribed fees or to maintain insurance coverage as required by law regulation, the Department may act without first granting the applicant or licensee a hearing.

(C) Suspension Proceeding. Upon the suspension of a license, the following shall occur:

(1) the suspension shall take effect immediately upon issuance of a notice;

(2) upon written request, the licensee shall be afforded an opportunity to be heard concerning the suspensions of the license by the Department;

(3) if the applicant or licensee request a hearing, the Department shall initiate an adjudicatory hearing pursuant to 801 CMR 1.00 *et seq.* No later that 21 calendar days after the date of the suspension;

(4) the hearing officer shall determine whether the Department has proved by a preponderance of the evidence that there existed, immediately prior to or at the time of the suspension, an immediate and serious threat to the public health, safety or welfare.

168.020: continued

(A) Denial, Revocation, or Refusal to Renew. Upon the denial, revocation or refusal to renew a license, the following shall occur:

(1) upon receipt of Notice of Claim for an Adjudicatory Proceeding, the Department shall initiate a hearing pursuant to 801 CMR 1.01 *et seq.*

(2) the hearing officer shall determine whether the Department has proved by a preponderance of evidence that the license should be denied, revoked or not renewed based upon relevant facts as they existed at or prior to the time that the Department initiated the action;

(3) if the hearing officer finds a single ground for denial, revocation or refusal to renew a license, the hearing officer shall render a tentative decision affirming the Department's decision.

168.021: Final Agency Decision and Judicial Review

(A) The tentative decision of the hearing officer in any adjudicatory proceeding conducted pursuant to 105 CMR 168.000 shall be reviewed by the Commissioner. After review, the Commissioner's decision shall constitute a final agency decision in an adjudicatory proceeding subject to judicial review pursuant to M.G.L. c. 30A, § 14.

(B) A licensee or applicant that fails to exercise the right to an adjudicatory proceeding pursuant to 105 CMR 168.000 waives both the right to administrative review by the Commissioner and the right to judicial review pursuant to M.G.L. c. 30A, § 14.

168.022: Unauthorized Practice of Alcohol and Drug Counseling

The Department shall refer to the appropriate District Attorney, the Attorney General, or other appropriate law enforcement agency any incidents of unauthorized practice of alcohol and drug counseling that comes to its attention, pursuant to M.G.L. c. 111J, § 4.

168.023: Affidavit of Ethical Principles

Each applicant shall sign an affidavit, which states that the applicant agrees to abide by the Ethical Standards for counselors set by the National Association of Alcoholism and Drug Counselors.

168.024: Severability

If any rule contained herein is found to be unconstitutional or invalid by a Court of competent jurisdiction, the validity of the remaining rules will not be so affected.

REGULATORY AUTHORITY

105 CMR 168.000: M.G.L. c. 111J, §§ 1 through 8.