

VIRGINIA:

BEFORE THE BOARD OF NURSING

**IN RE: KEISHA HADDIX, C.N.A.
Certificate No.: 1401-154440**

ORDER

In accordance with §§ 2.2-4019, 2.2-4021 and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), an informal conference was conducted on behalf of the Board of Nursing ("Board") on May 6, 2014, in Henrico County, Virginia. Keisha Haddix, C.N.A., was present and was not represented by legal counsel. Judith Piersall, R.N., B.S.N., serving as Agency Subordinate for the Board, submitted a Recommended Decision for consideration.

On July 16, 2014, a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Ms. Haddix was not present nor was she represented by legal counsel.

Based upon its review of the Recommended Decision of the Agency Subordinate, the Board makes the following Findings of Fact and Conclusions of Law and issues the following Order.

FINDINGS OF FACT

1. Keisha Haddix, C.N.A., was issued Certificate No. 1401-154440 to practice as a nurse aide in Virginia on July 19, 2012. The certificate is scheduled to expire on July 31, 2014.
2. By letter dated April 9, 2014, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Haddix notifying her that an informal conference would be held on May 6, 2014. The Notice was sent by certified and first class mail to 110 Boulder Way, Williamsburg, Virginia, 23185, the address of record on file with the Board of Nursing.
3. During the course of her employment with Gloucester House, Gloucester, Virginia, on December 31, 2013, Ms. Haddix directed profanity toward Resident A and she struck him in the face with

a washcloth. This resident was disoriented as to time and place and experienced periods of agitation and combativeness.

4. Another staff member observed Ms. Haddix directing profanity toward the resident in the resident's room. This staff member stated in an interview with the Department of Health Professions investigator that Ms. Haddix admitted she struck the resident when the resident was grabbing Ms. Haddix. The staff member also reported that the resident had redness on the left side of his face from his cheek to his jawline.

5. Ms. Haddix later denied the allegations that she directed profanity toward the resident or struck the resident.

6. Ms. Haddix's employment was terminated following this incident. She had been previously disciplined for directing profanity toward another staff member.

CONCLUSIONS OF LAW

1. Finding of Fact No. 3 constitutes a violation of § 54.1-3007(2), (5), and (8) of the Code and 18 VAC 90-25-100(2)(e) of the Regulations Governing Certified Nurse Aides.

2. Finding of Fact No. 3 and Conclusion of Law No. 1 constitute a Finding of Abuse pursuant to 42 CFR § 483.13(c)(1)(ii)(B) and 42 CFR § 483.156(b)(2) and (c)(1)(iv)(D).

ORDER

WHEREFORE, it is hereby ORDERED as follows:

1. Certificate No. 1401-154440 of Keisha Haddix, C.N.A., is REVOKED.
2. The certificate will be recorded as revoked and no longer current.
3. A Finding of Abuse shall be ENTERED against Ms. Haddix in the Virginia Nurse Aide Registry pursuant to 42 CFR § 483.13(c)(1)(ii)(B) and 42 CFR § 483.156(b)(2) and (c)(1)(iv)(D). This finding prohibits Ms. Haddix's employment as a certified nurse aide in any long-term care facility that

receives Medicare or Medicaid reimbursement, according to 42 CFR § 483.13(c)(1)(ii)(B).

Pursuant to § 54.1-2400.2 of the Code, the signed original of this Order shall remain in the custody of the Department of Health Professions as a public record, and shall be made available for public inspection and copying upon request.

Pursuant to Section 54.1-2400(10) of the Code, Ms. Haddix may, not later than 5:00 p.m., on **August 25, 2014**, notify Jay P. Douglas, R.N., M.S.M., C.S.A.C., Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, in writing that she desires a formal administrative hearing before the Board. Upon the filing with the Executive Director of a request for the hearing, this Order shall be vacated.

FOR THE BOARD:



~~SOT~~ Jay P. Douglas, R.N., M.S.M., C.S.A.C., F.R.E.
Executive Director
Virginia Board of Nursing

ENTERED: July 21, 2014

This Order shall become final on August 25, 2014; unless a request for a formal administrative hearing is received as described above.

Certified True Copy
By [Signature]
Virginia Board Of Nursing