

IN THE MATTER OF	*	BEFORE THE MARYLAND
GLENN COROS, P.T.	*	STATE BOARD OF
Respondent	*	PHYSICAL THERAPY EXAMINERS
LICENSE NO.: 21911	*	CASE NUMBER: PT 14-14
* * * * *	*	* * * * *

CONSENT ORDER

The State Board of Physical Therapy Examiners (the “Board”) hereby charges **GLENN COROS, P.T., License No. 21911, (the “Respondent”)** with violating the Maryland Physical Therapy Act (the “Act”) codified at Md. Health Occ. Code Ann. § 13-101, *et seq.*, (“the Act”) (2009 Repl. Vol. & 2013 Supp.).

Specifically, the Board charges the Respondent with violating the following provisions of H.O. § 13-316:

**13-316. Denials, reprimands, probations, suspensions and revocations-
Grounds**

Subject to the hearing provisions of § 13-317 of this subtitle, the Board may deny a license, temporary license, or restricted license to any applicant, reprimand any licensee or holder of a temporary license or restricted license, place any licensee or holder of a temporary license or restricted license on probation, or suspend or revoke a license, temporary license, or restricted license if the applicant, licensee or holder:

- (15) Violates any provision of this title or rule or regulation adopted by the Board;
- (19) Commits an act of unprofessional conduct in the practice of physical therapy or limited physical therapy[.]

The pertinent provisions of the Code of Maryland Regulations (“COMAR”) referred to, *infra*, in §13-316(15) provide the following:

COMAR 10.38.02.02 Sexual Misconduct

- A. A physical therapist or physical therapist assistant may not engage in sexual misconduct.
- B. Sexual misconduct includes, but is not limited to:
 - (10) Sexual harassment of staff or students;
 - (11) An unnecessary sensual act or comment[.]

On September 16, 2014, a Case Resolution Conference was convened in this matter. Based on negotiations occurring as a result of this Case Resolution Conference, the Respondent agreed to enter into this Consent Order, consisting of Procedural Background, Findings of Fact, Conclusions of Law, Order, and Consent.

FINDINGS OF FACT¹

The Board finds the following:

1. The Respondent was initially licensed to practice physical therapy (“P.T.”) in the State of Maryland on or about July 25, 2006. His license will expire on May 31, 2015.
2. The Respondent was licensed to practice P.T. in the State of Delaware on or about November 16, 2005. His license expired on January 31, 2011.
3. At all relevant times, the Respondent was employed as a licensed physical therapist at a private rehabilitation and care facility (“Facility A”)². In the Fall of 2013, the Respondent also served as a clinical instructor for a student who attended a physical therapy assistant program at a nearby community college.
4. On or about October 24, 2013, the Board received a complaint from the Director of the Physical Therapy Assistant program (the “Complainant”) at a local

¹To protect their privacy, the names of facilities and persons involved in this matter have been withheld in this document but are known to the Respondent

community college alleging that the Respondent, while serving as a clinical instructor, acted unprofessionally, and engaged in inappropriate interactions with a female physical therapy assistant student (the “Student”). The complaint alleged, among other things, that the Respondent made inappropriate comments about the Student’s physical appearance, sent her numerous personal text messages, some of which asked her to meet him or go out with him, and generally caused the Student to feel uncomfortable with the Respondent’s behavior.

5. From September 3, 2013 through October 11, 2013, the Respondent served as the Student’s Clinical Instructor and in that capacity, was responsible for evaluations of her performance. The Student believed that such evaluations would determine her grade for her internship at Facility A, and also believed that her grade would affect her ability to graduate from the Physical Therapy Assistant Program.

6. On October 24, 2013, the Board initiated an investigation into the allegations set forth in the Complaint. The results of the Board’s investigation are set forth, *infra*.

I. BOARD INVESTIGATION

Interview of the Student

7. On or about October 30, 2013, Board staff interviewed the Student under oath. The Student alleged, among other things, that the Respondent acted unprofessionally in his interactions with her both during and after her internship at Facility A.

8. The Student stated that there was a “flirtatious vibe” between her and the Respondent that made her feel “uncomfortable,” but that she did not address it during

the course of her internship because she was fearful that it would affect her performance evaluations.

9. Following the Student's mid-term evaluation, when she received a score lower than expected, the Student asked the Respondent about the results of her evaluation. The Respondent stated, "[w]ell, I can't score you based on how you look."

10. On another occasion, when the Student instructed a patient who required resistance exercises, to resist her, the Respondent interjected, "It's hard to resist you."

11. When co-treating a patient, the Respondent "would take my hand and put it directly over mine and . . . touch me more than was necessary. . . . [F]or example, when we would be stretching out . . . a patient . . . he would make a point of touching his hands to mine."

12. During the first week of her internship, the Respondent asked the Student for her cell phone number. After providing her number, the Respondent "texted me almost before I was even out of the building that night, . . . from there on out [he] just started text messaging constantly, every single night, and just about every morning, as well, before work."

13. The Student estimated that she received 100 text messages from the Respondent. One of these text messages was a cartoon of "a woman and a man . . . they were both naked . . . it was joke about getting older . . . he was supporting her breasts [and his genitals]."

14. The Student stated that she and her sister "ran into" the Respondent at a local festival, during off-work hours. The Respondent arrived alone and "latched on" to the Student and her sister. The Student further stated that "at one point we were sitting

down and he put his arm around the back of my chair . . . it felt like he thought I was his date . . .” Later, when coworkers at Facility A were discussing the festival and its attendees the Respondent claimed that he did not attend the festival.

15. At the conclusion of her internship the Respondent gave the Student a dozen roses in the parking lot of Facility A. No other employees were present when he presented her with this gift. The Student returned to Facility A to turn in her final project. During that brief visit, the Respondent asked the Student to lunch. The Student told the Respondent that she did not think going to lunch was a good idea and asked him about his intentions. The Respondent replied, “I think you know what my intentions are.” The Student understood this response and his previous cues, to mean that the Respondent was seeking a romantic relationship with her.

Interview of the Respondent

16. On or about February 11, 2014, Board staff interviewed the Respondent under oath. He stated that he had been employed with Facility A from October 2012 through October 2013. The Respondent agreed to provide the Student with supervision, and evaluate her performance as part of her internship at Facility A. He admitted that during the course of the internship, he developed an infatuation for the Student.

17. The Respondent admitted that after the Student asked why her mid-term evaluations were so poor that he told her, “I’m not basing [your evaluation] on how you look . . .” He further admitted that “it was unprofessional of me to tell her that.”

18. The Respondent admitted that he remarked that, “it’s really hard to resist you” and that he “shouldn’t have made that comment.”

19. The Respondent erased the text messages between him and the Student because he did not want his wife to learn of his infatuation. The Respondent admitted to sending personal, inappropriate text messages to the Student.

20. The Respondent admitted that he met the Student and her sister at a festival but suggested that he did so in order to examine the Student's sister's carpal tunnel syndrome. He admitted that such an examination should occur in the office and that he "probably acted unprofessional[ly]."

21. The Respondent admitted to placing his arm around the Student's back during his attendance at the festival and further admitted that, "I lied to my coworkers. I told them I didn't go [to the festival] because they would probably think . . . this would be inappropriate."

22. The Respondent admitted that he gave the Student flowers in the parking lot of Facility A on the last day of her internship, and that he chose that location because he did not want his co-workers to know that he was doing so.

23. The Respondent admitted that he told the Student about his "intentions" and that "she got angry." He then asked her if they could still be friends.

II. SUMMARY

24. The Board's investigation revealed that the Respondent acted unprofessionally in the practice of physical therapy, while serving as a clinical instructor to the Student. He developed a personal infatuation with the Student that led him to seek a romantic relationship with her. The Respondent undermined the Student's internship experience due to his compromised objectivity and further used his position as a physical therapist at Facility A, for his own gratification.

25. The Respondent violated the Code of Ethics when he made inappropriate, sensual comments about the Student's appearance; asked for her personal cell phone number for the sole purpose of maintaining daily contact unrelated to his supervisory role; sent the Student frequent, unsolicited and unwanted text messages; sent the Student a text message containing nudity; asked the Student out to lunch; gave the Student a dozen roses; engaged in unnecessary physical contact with the Student while providing co-treatment of patients; and otherwise, sexually harassed the Student. The Respondent's acts, comments and behavior led to an atmosphere of discomfort and unprofessionalism, thereby compromising the integrity of the physical therapy profession.

26. The Respondent's actions, as described above, constitute violations of H.O. § 13-316 (15) and (19). The Respondent's actions further constitute violations of COMAR 10.38.02.02-A; 10.38.02.02-B(10), and 10.38.02.02-B(11).

CONCLUSIONS OF LAW

Based on the foregoing Findings of Fact, the Board concludes as a matter of law that the Respondent violated H.O.: §13-316 (15), (19) COMAR: §§ COMAR 10.38.02.02-A; 10.38.02.02-B(10), and 10.38.02.02-B(11).

ORDER

Based on the foregoing Findings of Fact and Conclusions of Law, it is this 21st day of OCTOBER 2014, by a majority of the Board considering this case:

ORDERED that the Respondent's license to practice physical therapy shall be placed on **PROBATION** for a period of **TWO (2) YEARS**, to commence from the date that this Consent Order is executed, subject to the following conditions:

1. Within the first sixty (60) days, successfully complete the closed-book jurisprudence exam;
2. Within the first ninety (90) days, submit to an evaluation by a Board approved licensed mental health provider following which Respondent shall:
 - i. Follow any treatment recommendations suggested by the evaluating mental health provider; and
 - ii. Ensure that his mental health provider submits quarterly progress reports to the Board, provided further treatment is recommended.
3. Within the first year enroll in and complete a Board-approved ethics course and a Board-approved clinical instructor course both of which may count toward the continuing education required for the renewal of his license; and
4. Not act as clinical instructor until the required jurisprudence exam, mental health evaluation, ethics course, and clinical instructor course are successfully completed; and it is further

ORDERED that the Respondent shall practice according to the Maryland Physical Therapy Act and in accordance with all applicable laws, statutes, and regulations pertaining to the practice of physical therapy; and be it further

ORDERED after completion of two (2) years of probation, Respondent may petition the Board for termination of probation, provided that he has been fully compliant with the terms of probation and there are no pending complaints filed against him. The

Board, in its discretion, may consider whether there are outstanding complaints, investigations or Charges pending against the Respondent; and it is further

ORDERED that should the Respondent violate any terms or conditions of this Consent Order, the Board, after notice, opportunity for a hearing and determination of violation, may impose any other disciplinary sanctions it deems appropriate, including reprimand, probation, suspension, revocation or a monetary fine, said violation being proven by a preponderance of the evidence, and be it further

ORDERED that the Respondent shall be responsible for all costs incurred in fulfilling the terms and conditions of this Consent Order; and be it further

ORDERED that this Consent Order is considered a **PUBLIC DOCUMENT** pursuant to Md. State Gov't. Code Ann. § 10-611 et seq. (2009 Repl. Vol. and 2013 Supp.).

ORDERED that, for purposes of public disclosure, as permitted by Md. State Gov't. Code Ann. §10-617(h) (Repl. Vol. 2009 and 2013 Supp.), this document consists of the contents of the foregoing Findings of Fact, Conclusions of Law and Order, and that the Board may also disclose same to any national reporting data bank that it is mandated to report to.

10/21/14
Date

John Baker (dk)
John Baker, P.T., DSc. P.T. Chair
Board of Physical Therapy Examiners

CONSENT OF GLENN COROS, P.T.

I, Glenn Coros, P.T., acknowledge that I have had the opportunity to consult with counsel before signing this document. By this Consent, I agree and

accept to be bound by the foregoing Consent Order and its conditions and restrictions. I waive any rights I may have had to contest the Findings of Fact and Conclusions of Law.

I acknowledge the validity of this Consent Order as if entered into after the conclusion of a formal evidentiary hearing in which I would have had the right to counsel, confront witnesses, to give testimony, to call witnesses on my own behalf, and to all other substantive and procedural protections as provided by law. I acknowledge the legal authority and jurisdiction of the Board to initiate these proceedings and to issue and enforce the Consent Order. I also affirm that I am waiving my right to appeal any adverse ruling of the Board that might have followed any such hearing.

I sign this Consent Order after having had an opportunity to consult with counsel, without reservation, and I fully understand and comprehend the language, meaning and terms of this Consent Order. I voluntarily sign this Order, and understand its meaning and effect.

10/18/14
Date



Glenn Coros, P.T.
Respondent

NOTARY

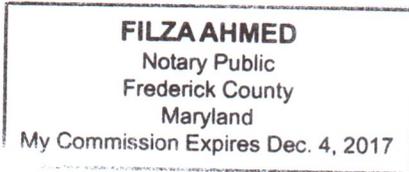
STATE OF MARYLAND

CITY/COUNTY OF Frederick :

I HEREBY CERTIFY that on this 18 day of Oct, 2014, before me, a Notary Public of the foregoing State personally appeared Glenn Coros, P.T. License Number 21911, and made oath in due form of law that signing the

foregoing Consent Order was her voluntary act and deed, and the statements made herein are true and correct.

AS WITNESSETH my hand and notarial seal.



Filza Ahmed
Notary Public

My Commission Expires: Dec 4, 2017