



STATE OF MAINE  
 BOARD OF NURSING  
 158 STATE HOUSE STATION  
 AUGUSTA, MAINE  
 04333-0158

JOHN ELIAS BALDACCI  
 GOVERNOR

MYRA A. BROADWAY, J.D., M.S., R.N.  
 EXECUTIVE DIRECTOR

**IN RE: BRIGITTE M. DUPONT, R.N. ) CONSENT AGREEMENT**  
 of Houlton, Maine ) **FOR SUSPENSION AND**  
 License #R048922 ) **LICENSE PROBATION**

**INTRODUCTION**

This document is a Consent Agreement (“Agreement”) regarding Brigitte M. DuPont’s (“Ms. DuPont” or “Licensee”) license to practice registered professional nursing in the State of Maine. The parties to this Agreement are Ms. DuPont, the Maine State Board of Nursing (“Board”) and the Department of the Attorney General, State of Maine. The parties enter into this Agreement pursuant to 10 M.R.S.A. § 8003(5), (A-1) (4) and 10 M.R.S.A. § 8003(5) (B). On July 21, 2009, the Board met with Ms. DuPont in an informal conference. The parties reached this Agreement on the basis of a Notice of Complaint or Provider Report from the Board dated April 16, 2009, with supporting documentation from Houlton Regional Hospital (“Houlton Regional”) dated March 19, 2009; and Ms. DuPont’s response dated May 16, 2009.

**FACTS**

1. Brigitte M. DuPont has been a registered professional nurse licensed to practice in Maine since July 2003.
2. Brigitte M. DuPont was suspended from her position as a registered professional nurse at Houlton Regional on March 16, 2009 pending an investigation of improper documentation of narcotics in a patient’s records. The result of the investigation disclosed that a number of doses of morphine which Ms. DuPont accessed from the Pyxis system did not match the number of doses documented in the Medication Administration Record (“MAR”). Pharmacy records at Houlton Regional determined that Ms. DuPont’s incidences of wasting hydrocodone tabs was substantially higher when compared to other nurses on the unit. She was terminated on March 18, 2009, upon completion of Houlton Regional’s investigation.
3. Brigitte M. DuPont admits that she diverted morphine and hydrocodone for her own personal use instead of wasting patients’ narcotics in accordance with Houlton Regional’s policies and procedures.
4. Brigitte M. DuPont has not been working as a nurse since March 2009. She completed a 28-day inpatient rehabilitation program at the Residential Treatment Facility in Limestone, ME and a 10-week intensive Out-Patient Treatment Program. Her current aftercare treatment consists of counseling, attending AA, and averaging eight to ten 12-step support meetings a week. Ms. DuPont represented that she has been substance free (drugs and alcohol) since March 2009, has made a number of healthy life changes, and has developed a support group to assist her in maintaining sobriety.



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5. In lieu of an adjudicatory hearing, Ms. DuPont has agreed to enter this Agreement with the Board.

### AGREEMENT

6. Brigitte M. DuPont understands and agrees that based upon the above-stated facts, this document imposes discipline regarding her license to practice as a registered professional nurse in the State of Maine. The grounds for discipline for violations are under 32 M.R.S.A. § 2105-A(2)(A), (2)(B), (2)(F), (2)(H) and Chapter 4, sections 1(A)(1), 1(A)(2), 1(A)(6), 1(A)(8) and Chapter 4, sections 3(K), 3(P) and 3(Q) of the Rules and Regulations of the Maine State Board of Nursing. Specifically, the violations are:

- a. M.R.S.A. § 2105-A (2) (A). The practice of fraud and deceit in connection with service rendered within the scope of the license issued to Ms. DuPont by diverting scheduled drugs for her own personal use. (See also Rule Chapter 4, Section 1.A.1.)
- b. M.R.S.A. § 2105-A (2) (B). Habitual substance abuse that has resulted or is foreseeably likely to result in the Licensee performing services in a manner that endangers the health or safety of patients. (See also Rule Chapter 4, Section 1.A.2.)
- c. M.R.S.A. § 2105-A (2) (F). Unprofessional Conduct. Ms. DuPont engaged in unprofessional conduct because she violated a standard of professional behavior that has been established in the practice for which she is licensed. (See also Rule Chapter 4, Section 1.A.6.)
- d. M.R.S.A. § 2105-A (2) (H). A violation of this chapter or a rule adopted by the Board. (See also Rule Chapter 4, Section 1.A.6.)
- e. Rule Chapter 4, Section 3. *Unprofessional conduct* is defined as *nursing behavior which fails to conform to legal standards of the nursing profession, and which could reflect adversely on the health and welfare of the public shall constitute unprofessional conduct and shall include, but shall not be limited to, the following:*

Chapter 4, Section 3(K). Ms. DuPont inaccurately recorded, falsified or altered a health care provider record.

Chapter 4, Section 3(P). Ms. DuPont diverted drugs from patients and a health care provider.

Chapter 4, Section Q. Ms. DuPont possessed, obtained and administered prescription drugs to herself, except as directed by a person authorized by law to prescribe drugs.

7. Brigitte M. DuPont's license as a registered professional nurse in the State of Maine is suspended for a period of one year; however, the suspension is stayed and her registered professional nurse license is placed on probationary status with conditions. The period of probation will commence upon Ms. DuPont's return to nursing practice and will be for a period of five years, effective only while she is employed in nursing practice and/or enrolled in a clinical nursing education program. For purposes of this Agreement, nursing

employment is any employment during which Ms. DuPont performs nursing services. Her probationary license will be subject to the following conditions:

- a. Brigitte M. DuPont shall fully cooperate with the representatives of the Board in its monitoring and investigation of her compliance with probation. She shall inform the Board in writing within 15 days of any address change.
- b. Brigitte M. DuPont will abstain completely from the use of alcohol or drugs, with the exception of substances used in accordance with a valid prescription from a health care provider who is aware of her substance abuse history.
- c. Brigitte M. DuPont will continue in her aftercare treatment program to such an extent and for as long as her treatment provider(s) recommend.
- d. Brigitte M. DuPont will arrange for and ensure the submission of quarterly reports to the Board by her treatment provider(s) and such reports shall continue until her probation is terminated. If her treatment is terminated during her probation, she shall notify the Board and provide written documentation.
- e. Brigitte M. DuPont will notify the Board in writing within five business days after she obtains any nursing employment and/or an educational program in the field of nursing. Notice under this section shall include the place and position of employment or the nursing educational program. If during the period of probation, Ms. DuPont's employment as a nurse or her educational program in the field of nursing terminates, she shall notify the Board in writing within five business days after she is terminated or separated, regardless of cause, with a full explanation of the circumstances surrounding the termination or separation.
- f. Brigitte M. DuPont will notify any and all of her nursing employers and faculty involved in any clinical studies of the terms of this Agreement and provide them with a copy of it.
- g. Brigitte M. DuPont will arrange for and ensure the submission to the Board of quarterly reports from her nursing employer and/or clinical faculty regarding her general nursing practice.
- h. Brigitte M. DuPont's employment is restricted during the period of probation to structured settings with on-site supervision by another registered professional nurse. Structured settings shall not include assignments from temporary employment agencies, school nursing, work as a travel nurse, or within the correctional system.
- i. Brigitte M. DuPont agrees and understands that the Board and the Department of the Attorney General shall have access to any and all medical records and all otherwise confidential or medically privileged information pertaining to her treatment for substance abuse which the Board deems necessary to evaluate her compliance with the Agreement and her continued recovery. Ms. DuPont shall provide such information, authorize the

release of such records and information, and authorize any such discussions and communications with any and all persons involved in her care, counseling and employment as may be requested by the Board.

8. Brigitte M. DuPont agrees and understands that her license will remain on probationary status and subject to the terms of this Agreement beyond the five-year probationary period until and unless the Board, at her written request, votes to terminate her probation. When considering whether to terminate the probation, the Board will consider the extent to which Ms. DuPont has complied with the provisions of this Agreement.
9. Brigitte M. DuPont understands and agrees that if any member of the Board or the Board's Executive Director receives reasonably reliable information suggesting that she has not remained substance free in accordance with this Agreement, her license will be immediately and automatically suspended pending further review by the Board. In the event any member of the Board or its Executive Director receives such information, the information will be immediately forwarded to Ms. DuPont for a response. Ms. DuPont understands and agrees that in such an event, her license shall remain suspended pending a hearing. The Board shall hold a hearing within 60 days of the automatic suspension unless both the Licensee and the Board agree to hold the hearing later, or the Executive Director and/or the Department of the Attorney General earlier determine that such information is without merit. If the information received is proven to be inaccurate or incorrect, either through hearing or determination by the Executive Director and/or the Department of the Attorney General, Ms. DuPont's license will be immediately reinstated retroactive to the date of suspension.
10. If Ms. DuPont violates any other condition of her probation, the Board will give written notice to the Licensee regarding her failure to comply. Notice will be sent by certified mail, return receipt requested, to the last known address of the Licensee that is on file with the Board. The Licensee has 30 days from receipt of this notification to respond to the Board, in writing, regarding the alleged violation. The Board will review the Licensee's timely response to determine what action, if any, it determines to take. If the Licensee fails to timely respond to the Board's notification regarding her failure to comply, her license will be immediately suspended pending a hearing at the next regularly scheduled Board meeting. If after notice and a hearing, the Board finds that the Licensee has failed to meet the conditions of probation, the Board may take any disciplinary action which it deems appropriate and impose any of the sanctions including, but not limited to, that found in Title 10 M.R.S.A. § 8003 and Title 32 M.R.S.A. § 2105-A.
11. The State of Maine is a "party state" that has adopted the Nurse Licensure Compact ("Compact"), which is set out in Chapter 11 of the Rules and Regulations of the Maine State Board of Nursing. The State of Maine is Ms. DuPont's "home state" of licensure and primary state of residence, which means she has declared the State of Maine as her fixed permanent and principle home for legal purposes; her domicile. Other party states in the Compact are referred to as "remote states," which means party states other than the home state that have adopted the Compact. Ms. DuPont understands this Agreement is subject to the Compact. She agrees that during the pendency of this Agreement, her

nursing practice may be limited to the State of Maine as it pertains to the Compact. If Ms. DuPont wishes to practice in any other party state within the Compact, she shall arrange to have the party state in which she intends to practice provide the Board with written authorization that she has been approved to practice in that state.

12. This Agreement is a public record within the meaning of 1 M.R.S.A. § 402 and will be available for inspection and copying by the public pursuant to 1 M.R.S.A. § 408.
13. Brigitte M. DuPont understands that she does not have to execute this Agreement and has the right to consult with an attorney before entering into the Consent Agreement.
14. Brigitte M. DuPont affirms that she executes this Agreement of her own free will.
15. Modification of this Agreement must in writing and signed by all parties.
16. This Agreement is not subject to review or appeal by the Licensee, but may be enforced by an action in the Superior Court.
17. This Agreement becomes effective upon the date of the last necessary signature below.


**I, BRIGITTE M. DUPONT, R.N., HAVE READ AND UNDERSTAND THE FOREGOING CONSENT AGREEMENT. I UNDERSTAND THE EFFECT IT WILL HAVE ON MY REGISTERED PROFESSIONAL NURSE LICENSE. I UNDERSTAND THAT BY SIGNING IT, I WAIVE CERTAIN RIGHTS. I SIGN IT VOLUNTARILY, KNOWINGLY, AND INTELLIGENTLY AND AGREE TO BE BOUND BY THIS AGREEMENT. I UNDERSTAND THAT THIS CONSENT AGREEMENT CONTAINS THE ENTIRE AGREEMENT AND THERE IS NO OTHER AGREEMENT OF ANY KIND.**

DATED: 10/17/09

  
BRIGITTE M. DUPONT, R.N.

FOR THE MAINE STATE  
BOARD OF NURSING

DATED: 10/18/09

  
MYRA A. BROADWAY, J.D., M.S., R.N.  
Executive Director

FOR THE DEPARTMENT OF THE  
ATTORNEY GENERAL

DATED: 10/14/09

  
JOHN H. RICHARDS  
Assistant Attorney General