



The Commonwealth of Massachusetts
Executive Office of Health and Human Services
Department of Public Health
Division of Health Professions Licensure
Board of Registration in Dentistry

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Acting Commissioner

January 15, 2015

By first-class mail

Vincent P. Dunn, Esq.
Hamel, Marcin, Dunn, Reardon & Shea, PC
24 Federal Street
Boston, MA 02110

**RE: In the Matter of Connie Y. Lau, DH12573
Docket No. DEN-2013-0197**

Dear Attorney Dunn:

Enclosed please find an executed Consent Agreement effective **January 15, 2015**. A copy of this letter and Consent Agreement will remain in the complaint file referenced above. The file will be retained for no less than three (3) years in accordance with state public record laws.

Please take special note of the following provisions in the Consent Agreement:

● **Requirement to complete *Massachusetts Dental Ethics and Jurisprudence Exam***

Paragraph 4 requires Ms. Lau to complete the *Massachusetts Dental Ethics and Jurisprudence Examination* **within thirty days of January 15, 2015**. This is an open-book examination on dental statutes and regulations. *Please see enclosed instruction sheet.*

● **Pre-Approval by the Board for the required continuing education courses is required.**

It is Ms. Lau's responsibility to identify and obtain Board approval for the course identified in paragraph 5 of the Consent Agreement **prior** to registering for or taking the course. Once Ms. Lau has identified the course, she should mail the course curriculum to Karen L. Fishman, Probation Monitor, who will obtain Board approval of the course. *Please provide Ms. Fishman at least ten days to review the curriculum and obtain Board approval.*

Vincent P. Dunn, Esq.
January 15, 2015

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• **Requirement to notify of discipline in any other jurisdiction**

Paragraph 5(d) requires Ms. Lau to provide a copy of the Consent Agreement to all jurisdictions in which she holds a license to practice dental hygiene. If Ms. Lau does not hold any other license in any other jurisdiction she must inform Ms. Fishman in writing within 30 days.

If you have questions regarding the course Ms. Lau wishes to take, please contact Ms. Fishman at (617) 973-0951.

Thank you for your cooperation in this matter.

Sincerely,



Samuel Leadholm, Board Counsel
Board of Registration in Dentistry

Encl.

Cc: K. Fishman



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BOARD OF REGISTRATION IN DENTISTRY
JURISPRUDENCE EXAM INSTRUCTION SHEET

- **To obtain a copy of the Massachusetts Dental Ethics and Jurisprudence Examination**
 - Email the Board at: dentistry.admin@state.ma.us
 - Upon receipt of this email, we will send a copy via return email.
- **Inform the Board that the request for the Exam is pursuant to a Consent Agreement.**
 - Provide the Board with the docket number for your Consent Agreement.
 - *If you fail to inform the Board that the request is pursuant to a Consent Agreement (and to provide the Docket Number), you may not receive the exam in a timely manner*
- **Preparing to take the exam**
 - Go to the Board's website at www.mass.gov/dph/boards/dn click on **Licensing** then **Dental Ethics and Jurisprudence Exam**
 - Carefully review *all of the information* on the website before taking the Exam.
- **Completing and Submission of the exam**
 - Upon completion of the Exam, the answer sheet *must be submitted to Ms. Karen Fishman, Probation Monitor.*
 - Submission of the exam may be by:
 - First class mail to the above address; or
 - Fax to the Board staff at (617) 973-0983.

Please be advised that Ms. Fishman will notify you of the Jurisprudence Exam results only if you have not achieved a passing score.

COMMONWEALTH OF MASSACHUSETTS

SUFFOLK COUNTY

BOARD OF REGISTRATION
IN DENTISTRY

In the Matter of)
Connie Y. Lau, RDH)
_____)

Docket No. DEN-2013-0197

CONSENT AGREEMENT FOR PROBATION

The Massachusetts Board of Registration in Dentistry ("Board") and Connie Y. Lau, RDH ("Licensee"), License¹ No. DH12573, ("License") do hereby stipulate and agree the following information shall be entered into and become a permanent part of the Licensee's record maintained by the Board.

1. The Licensee hereby states that she voluntarily enters into this Consent Agreement for Probation ("Consent Agreement") in order to resolve disputed matters arising out of the Complaint pending against the Licensee before the Board as Docket No. DEN-2013-0197 (the "Complaint").
2. The Licensee and the Board stipulate and agree to resolve the Complaint without making any findings and without proceeding to a formal adjudicatory hearing on the Complaint based on the allegations as follows:
 - (a) Licensee violated 234 CMR 5.05(1), Infection Control, by failing to conduct weekly spore tests.
3. In order to resolve this matter without further proceedings before the Board, the Licensee and the Board agree that on the date of the execution of the Consent Agreement by the Board ("Effective Date"), the Board will order that the Licensee be placed on Probation for three (3) months from the Effective Date ("Probation Period").
4. The Licensee shall successfully pass the *Massachusetts Dental Ethics and Jurisprudence Exam* and submit a completed answer sheet to the Board within *thirty (30) days of the Effective Date*.
5. Within three (3) months from the Effective Date, the Licensee shall provide written proof satisfactory to the Board that she has taken and successfully completed Board approved continuing education courses in the following area:

¹ The term "license" or "License" applies to both a current and expired license as well as the right to renew an expired license.

3 Hours: CDC Guidelines in Infection Control

- (a) The course description shall be submitted to the Board for pre-approval prior to taking the course.
 - (b) The course must be attended and shall not be self-study and/or taken through a computer based on-line program.
 - (c) The Board approved continuing education courses shall be taken in addition to the continuing education courses required to maintain her license to practice dental hygiene pursuant to 234 CMR 8.00.
 - (d) Within thirty (30) days of the Effective Date, Licensee shall provide a copy of this Consent Agreement to all jurisdictions in which she holds a license to practice dental hygiene.
 - (i) Licensee shall provide written documentation to the Board demonstrating her compliance with paragraph 5(d).
 - (ii) If Licensee is not licensed to practice dental hygiene or another profession in any other jurisdiction, she shall submit an attestation to the Board stating such.
 - (e) Licensee has the burden to prove compliance with the requirements of the Consent Agreement.
6. If the Licensee fails to successfully complete the requirements of paragraphs 4 or 5, the Board may take further disciplinary action without a hearing. Such action may include, but not be limited to, extension of the Probation Period, suspension of the Licensee's License, or other disciplinary action deemed appropriate by the Board.
7. During the Probation Period, the Licensee further agrees she shall not:
- (a) Violate any law or regulation (state or federal) relating to the practice of dental hygiene;
 - (b) Commit any act that constitutes deceit, malpractice, gross misconduct in the practice of dental hygiene, unprofessional conduct, or conduct which undermines public confidence in the integrity of the profession; and
 - (c) Violate any regulations promulgated by the Board set forth in 234 CMR 2.00 *et seq.*
 - (d) The Licensee agrees to fully cooperate and respond to any inquiry or request

made by the Board during the Probation Period.

8. The Licensee agrees her failure to satisfy any of the terms of Probation set forth in paragraph 7 shall result in further disciplinary action by the Board pursuant to subparagraph 8(a) & (b).
 - (a) The Licensee shall be entitled to a hearing as to whether she violated the terms and conditions set forth in paragraph 7. The hearing shall be conducted in accordance with the State Administrative Procedure Act, M.G.L. c. 30A, §§ 10 and 11, and the Standard Adjudicatory Rules of Practice and Procedure, 801 CMR 1.01 and 1.03.
 - (b) After a hearing, if the Board determines a violation did occur during the Probation Period, it will impose a further sanction deemed appropriate in its discretion.
 - (c) The Licensee agrees she is not entitled to a hearing to dispute the underlying allegations in the Complaint or the sanction to be imposed upon a finding of failure to comply with the terms of her Probation. The Licensee acknowledges and agrees by entering into the Consent Agreement, she is relinquishing important procedural rights.
9. The Licensee understands entering into the Consent Agreement is a final act and *not subject to reconsideration, collateral attack or judicial review in any form or forum.*
10. The Licensee acknowledges and understands this Consent Agreement is subject to the Commonwealth of Massachusetts' Public Records Law, M.G.L. c. 4, § 7.
11. The Board agrees as consideration for the Licensee entering into the Consent Agreement, the Board will not prosecute the allegations in the Complaint. Any further prosecution regarding the Complaint will relate only to whether the terms and conditions of the Consent Agreement were violated.
12. The Licensee states she enters into the Consent Agreement of her own free will. The Licensee further state she is aware she has a right to counsel in this matter and has either conferred with counsel prior to signing the Consent Agreement or waives her right to counsel.
13. A waiver by the Board of any provision of the Consent Agreement at any time shall not constitute a waiver of any other provision of the Consent Agreement, nor shall it constitute a waiver by the Board of its right to enforce such provision at any future time.
14. The Licensee has read the Consent Agreement. The Licensee understands she has the right to a formal adjudicatory hearing concerning the allegations set forth in the

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Complaint and that at a hearing she would have the right to confront and cross-examine witnesses, call witnesses, present evidence, testify on her own behalf, contest the allegations, present oral argument, seek judicial review and to all other rights set forth in the State Administrative Procedure Act, M.G.L. c. 30A and 801 CMR 1.00 *et seq.* By executing the Consent Agreement, Licensee knowingly and voluntarily waives her right to a formal adjudicatory hearing and to all of the above-enumerated rights set forth in the State Administrative Procedure Act, M.G.L. c. 30A and 801 CMR 1.00 *et seq.*, except as provided in subparagraph (8)(a) & (b).

Licensee

Connie Lau
Connie Y. Lau, RDH

1/13/15
Date Signed

Board of Registration in Dentistry

Barbara A. Young RDH
Barbara A Young, RDH
Executive Director

1/15/15
Date Signed

1/15/15
Effective Date