

**BEFORE THE MISSISSIPPI STATE BOARD OF EXAMINERS FOR LICENSED
PROFESSIONAL COUNSELORS**

In the Matter of:

STACI ALYS WAITES

Cause No. 2025-32

Respondent

AGREED ORDER

This matter comes before the Mississippi State Board of Examiners for Licensed Professional Counselors (Board) concerning an entry of an agreed order regarding Staci Alys Waites (Respondent).

Upon recommendation of the Board's representative in this matter, and with consent of Respondent the parties stipulate and agree to the following:

FINDINGS OF FACT

1. The Board is a duly constituted authority existing within the executive branch of the government of the State of Mississippi and is charged with licensure and regulation of the practice of licensed professional counseling under Title 73, Chapter 30, of the Mississippi Code of 1972, as amended.
2. Respondent is a Licensed Professional Counselor holding license Number 2417 issued by the Board. This license was initially issued on or about August 26, 2019 and is set to expire June 30, 2027.
3. By entering into this Agreed Order, Respondent waives any defect in proceedings before the Board and any further right to notice and hearing under Title 73, Chapter 30 of the Mississippi Code of 1972, as amended, or any other governing laws, rules, and regulations at this time.
4. Respondent had the opportunity at all times to seek advice from competent counsel of her choice. No coercion has been exerted upon Respondent nor have any promises been made other than those reflected in this Agreed Order. Respondent has freely and voluntarily entered into this Agreed Order after the opportunity to consult with legal counsel and being motivated only by the desire to resolve the issues addressed herein and for the purpose of avoiding further administrative or judicial action with respect to this cause.
5. It is expressly understood by Respondent that this Agreed Order is subject to the approval of the Board and shall have no force and effect unless and until signed by the Board. Respondent agrees and authorizes the Board staff and/or legal counsel to present this Agreed Order to the Board for consideration of the terms provided herein. Respondent further understands and agrees that, in order to make a decision regarding approval of


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this Agreed Order, discussions must take place between Board members, staff and legal counsel. Should this Agreed Order not be accepted by the Board, Respondent agrees that the presentation to and consideration of the Agreed Order shall not unfairly or illegally prejudice the Board or any of its members from further participation in or resolution of these proceedings, including serving as arbiter in any hearing regarding Respondent by having considered this matter. Similarly, if this Agreed Order is not accepted Respondent will be free to defend herself in a formal hearing before the Board and no admissions or inferences will be made from Respondent's willingness to have entered into this Agreed Order.

6. Respondent is fully aware of her right to contest charges made against her in a formal hearing. These rights include representation by an attorney at Respondent's expense, the right to a public hearing on the charges filed, the right to confront and cross-examine witnesses, to receive written findings of fact and conclusions of law supporting the decision of the merits of the accusations, and the right to obtain judicial review of the Board's decision.
7. Respondent expressly waives all further procedural steps and expressly waives all rights to seek judicial review of or to otherwise challenge or contest the validity of any action taken by the Board and/or its representative(s) in this matter, the Agreed Order and/or the stipulated Findings of Fact, Conclusions of Law and penalty imposed by the Agreed Order.
8. On or before August 29, 2025, the Board received Complaint Number 2025-32 against Respondent and began its investigation. At all times relevant to the allegations in the Complaint, Respondent, a Licensed Professional Counselor (LPC), was employed as a Mobile Crisis Coordinator at Communicare. The Complaint alleged Respondent engaged in an improper relationship with a client who was a vulnerable adult with a history of psychiatric commitments, substance abuse, and suicidality. The Complaint also alleged Respondent failed to appropriately engage or facilitate the client's support network in care decision, failed to acknowledge or remediate harm to a vulnerable client, engaged in multiple dual relationships with the client and the client's family, and failed to refer out or seek consultation when a dual relationship or professional conflict arose. On or about October 1, 2025, Respondent provided the Board her written response to the Complaint. In her response, Respondent denied the alleged violations while acknowledging that she failed to document her ethical decision making model or consultation with supervisors when faced with a professional conflict.
9. The clear and convincing evidence establishes Applicant is guilty of violating Board Rule 3.2.J.2 - Engaging in the conduct of professional counseling in a grossly negligent or incompetent manner.
10. Clear and convincing evidence establishes Applicant is guilty of violating American Counseling Association (ACA) Code of Ethics Sections:
 - A.1.a.- Primary Responsibility
 - A.1.d. - Support Network Involvement
 - A.4.a. - Avoiding Harm


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- A.6.b. - Extending Counseling Boundaries,
- A.6.c. - Documenting Boundary Extensions
- A.6.d. - Role Changes in the Professional Relationship
- A.6.e. - Nonprofessional Interactions or Relationships (Other Than Sexual or Romantic Interactions or Relationships)
- A.7.a. - Advocacy
- A.10.f. - Receiving Gifts
- A.12. - Abandonment and Client Neglect
- C.2.d. - Monitor Effectiveness
- C.2.g. - Impairment
- C.6.d. - Exploitation of Others
- I.1.b. - Ethical Decision Making; and
- I.2.c. - Consultation

Based upon the foregoing Findings of Fact, the Board makes the following:

CONCLUSIONS OF LAW

1. The Board has jurisdiction over the subject matter and Applicant under Section 73-30-7 of the Mississippi Code of 1972, as amended. Venue is likewise properly placed before this Board to hear this matter in Jackson, Hinds County, Mississippi.
2. The Board gave Applicant due, proper, and timely notice of the charges against her and has fulfilled all relevant procedural legal requirements.
3. Under MISS. CODE ANN. Section 73-30-21, the Board is authorized to revoke, suspend, refuse to renew a license or the privilege to practice, and/or take other appropriate action with respect to any license for a violation of the laws, rules and regulations governing licensed professional counselors.

Based upon the foregoing Findings of Fact and Conclusions of Law, the Board makes the following:

ADJUDICATION

1. The Respondent's LPC license shall be suspended for a minimum of twelve (12) months from the date the Agreed Order is signed by the Board.
2. Once the twelve (12) months suspension is completed, Respondent may request, in writing, that the Board issue her a Restricted Status LPC. The restriction shall require the Respondent to practice counseling under supervision for a minimum of twelve (12) months. The terms of the supervision are as follows:
 - a. The LPC-S shall be approved, in writing, by the investigating Board member or his designee.

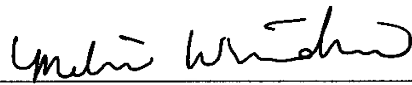


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- b. One (1) hour of Individual supervision hour to forty (40) hours of total services provided OR one (1) hour of Individual supervision to twenty-five (25) hours of Direct Services.
 - c. One (1) hour of Individual supervision should occur no less frequently than every other week.
 - d. Supervised experience must be documented using the Board's online portal with personal backup copies.
 - e. Once supervision is completed, the LPC-S shall submit a Supervision Form B documenting the experience with recommendation regarding licensure.
3. Respondent must maintain her LPC as pursuant to the rules and regulations of the Board.
 4. Once Respondent completes the sanctioning, she may request the Board to remove the restrictions and return her to Active Status as an LPC.
 5. Respondent shall take and successfully complete twelve (12) Continuing Education Hours (CEH) in Professional Boundaries ethics as approved in advance, in writing, by the investigating Board member or his designee. These CEHs must be attended in person and onsite and in compliance with Rule 6.2. These CEHs are in addition to the LPC renewal requirements.
 6. Respondent has until April 14, 2029, to complete the terms and conditions herein.
 7. Respondent is aware that if she violates the terms of this Agreed Order or further violates the laws, rules, regulations, and code of ethics governing practice as a licensed professional counselor, the Board may take further disciplinary action against Respondent, up to and including suspension or revocation of her license or privilege to practice.
 8. Respondent understands and acknowledges this Agreed Order is a public record and may be shared with other licensing boards and credentialing entities (in-and-out of state) and the public.

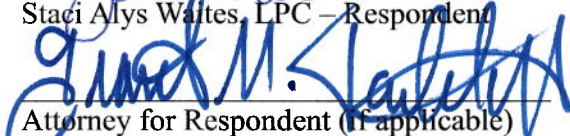
SO ORDERED this the 2nd day of April 2026.

MISSISSIPPI STATE BOARD OF EXAMINERS
FOR LICENSED PROFESSIONAL COUNSELORS

BY: 
For and on behalf of the Board

AGREED AS TO FORM AND CONSENT:


Staci Alys Waites, LPC – Respondent


Attorney for Respondent (if applicable)


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