

1                                   **BEFORE THE STATE OF NEVADA**  
2                                   **BOARD OF APPLIED BEHAVIOR ANALYSIS**

3  
4   IN THE MATTER OF

5   JOSE SALAZAR-SALGADO, RBT  
6   Registration No. RBT3825/RBT-23-306052

Case No. NV07RBT25

7                                   Respondent.

8                                   **CONSENT DECREE**

9           The State of Nevada Board of Applied Behavior Analysis ("BOARD") having  
10 jurisdiction over JOSE SALAZAR-SALGADO ("RESPONDENT"), Registration No.  
11 RBT3825/RBT-23-306052, pursuant to NRS 641D.250; an accusation against said licensee  
12 having been received alleging violations of the Nevada statutes and regulations controlling  
13 the practice as a registered behavior technician; and the parties being mutually desirous  
14 of settling the controversy between them relative to the pending accusation;

15           IT IS HEREBY STIPULATED AND AGREED between the undersigned parties that  
16 this matter shall be settled and resolved upon the following terms:

17                                   **JURISDICTION**

18           RESPONDENT acknowledges the BOARD has jurisdiction over him and the conduct  
19 that has precipitated this Consent Decree. RESPONDENT acknowledges that the BOARD  
20 has the legal power and authority to take disciplinary action, including, but not limited to,  
21 the revocation of his registration to practice as a registered behavior technician in Nevada.

22           RESPONDENT acknowledges that the BOARD will retain jurisdiction over this  
23 matter until all terms and conditions set forth in this Consent Decree have been met to the  
24 satisfaction of the BOARD.

25                                   **PUBLICATION OF CONSENT DECREE**

26           RESPONDENT acknowledges that at the time this Consent Decree becomes  
27 effective, it also becomes a public document and will be reported to the State of Nevada,  
28 Legislative Council Bureau, Disciplinary Action Reporting System; the Behavior Analyst

1 Certification Board, Inc. ("BACB"), and such other national databases as required by law.  
2 It is also understood that any meeting during which the BOARD considers and accepts or  
3 rejects this Consent Decree is open to the public and that the minutes of the BOARD  
4 meeting are a public document, available for inspection by any person so requesting.

### 5 VOLUNTARY WAIVER OF RIGHTS

6 RESPONDENT is aware of, understands, and has been advised of the effect of this  
7 Consent Decree, which he has carefully read and fully acknowledges. RESPONDENT has  
8 had the opportunity to consult with competent counsel of his choice.

9 RESPONDENT has freely and voluntarily entered into this Consent Decree and he  
10 is aware of his rights to contest terms set forth in the Consent Decree. These rights include  
11 representation by an attorney at his own expense, the right to file an answer in response  
12 to a formal complaint, the right to a public hearing on any allegations formally filed, the  
13 right to confront and cross-examine witnesses called to testify against him, the right to  
14 present evidence on his own behalf, the right to testify on his own behalf, the right to receive  
15 written findings of fact and conclusions of law supporting the decision on the merits of the  
16 Complaint and the right to obtain judicial review of the decision. All of these rights are  
17 being voluntarily waived by RESPONDENT in exchange for the Board's acceptance of this  
18 Consent Decree.

19 If the Consent Decree is not accepted by the BOARD, no member of the BOARD will  
20 be disqualified from further hearing of this matter, by reason of his or her consideration of  
21 the Consent Decree and RESPONDENT hereby waives any claim of bias or prejudice based  
22 upon said consideration by any member of the BOARD in any subsequent disciplinary  
23 hearing conducted by the BOARD.

### 24 CONTINGENCY

25 By signing the Consent Decree, RESPONDENT understands and agrees that he may  
26 not withdraw his agreement or seek to rescind the Consent Decree.

27 The parties understand and agree that facsimile copies of this Consent Decree,  
28 including facsimile signatures thereto, shall have the same force and effect as the originals.

1 This Consent Decree is intended to be an integrated writing representing the  
2 complete, final, and exclusive embodiment of their agreement. It supersedes any and all  
3 prior or contemporaneous agreements, understandings, discussions, negotiations, and  
4 commitments (written or oral).

#### 5 INDEMNIFICATION

6 RESPONDENT, for himself, his heirs, executors, administrators, successors and  
7 assigns, hereby indemnifies and holds harmless the State of Nevada, the BOARD, the  
8 Nevada Attorney General's office and each of their members, agents and employees in their  
9 individual and representative capacities against any and all claims, suits, demands,  
10 actions, debts, damages, costs, charges, and expenses, including court costs and attorney's  
11 fees against any persons, entities, as well as all liability, losses, and damages of any nature  
12 whatsoever that the persons and entities named in this paragraph shall have or may at  
13 any time sustain or suffer by reason of this investigation, this disciplinary action, this  
14 settlement or its administration.

#### 15 STIPULATED FACTS AND CONCLUSIONS OF LAW

16 RESPONDENT understands the nature of the allegations under consideration by  
17 the BOARD. He acknowledges that the conduct described below constitutes violations of  
18 the Applied Behavior Analysis Practice Act (NRS and NAC 641D). He acknowledges that  
19 if this matter were to be taken to a disciplinary hearing before the BOARD, the following  
20 allegations could be proven by a preponderance of the evidence and that by acknowledging  
21 the same, he is subject to disciplinary action by the BOARD.

22 1. RESPONDENT was a duly registered behavior technician in the State of  
23 Nevada at all times relevant to this Complaint.

24 2. A Complaint was received by the BOARD on or about March 31, 2025, from  
25 Aging and Disabilities Services ("ADSD").

26 3. It is alleged that RESPONDENT participated in or was in an unprofessional  
27 romantic/sexual relationship with his supervisor.

28 ///

1           4.     That the foregoing facts constitute grounds for initiating disciplinary action  
2 pursuant to NRS 641D.700.

3           5.     This conduct violated NRS 641D.600(4) which states that a licensed behavior  
4 analyst or assistant behavior analyst or registered behavior technician shall comply with  
5 any applicable requirements concerning ethics prescribed by the Behavior Analyst  
6 Certification Board, Inc., or its successor organization.

7           a.     BACB Code of Ethics 1.01 - Registered behavior technicians are honest  
8 and work to support an environment that promotes truthful behavior in others. They do  
9 not lead others to engage in fraudulent, illegal, or unethical behavior. They follow the law  
10 and the requirements of their professional community (e.g. BACB, employer, supervisor).

11           b.     BACB Code of Ethics 1.10 - Registered behavior technicians avoid  
12 multiple relationships with clients, coworkers, and supervisors. Multiple relationships  
13 occur when there is a mixing of two or more relationships (e.g. friend, family member,  
14 employee/employer) that may result in conflicts of interest and risk of harm to the client.  
15 If registered behavior technicians find that a multiple relationship has developed, they  
16 immediately inform their supervisor, work to resolve it, and document these actions. If the  
17 multiple relationship involves their supervisor, registered behavior technicians should  
18 report it to their supervisor's manager or other appropriate entity (e.g. human resources,  
19 BACB) and document this communication.

20           c.     BACB Code of Ethics 1.12 - Registered behavior technicians do not  
21 engage in romantic or sexual relationships with current clients, stakeholders, or  
22 supervisors. They do not engage in romantic or sexual relationships with former clients or  
23 stakeholders for a minimum of two years from the date the professional relationship ended.  
24 They do not engage in romantic or sexual relationships with former supervisors until the  
25 parties can document that the professional relationship has ended (i.e. completion of all  
26 professional duties). They do not receive supervision from individuals with whom they  
27 have had a past romantic or sexual relationship until at least six months after the  
28 relationship has ended.

1 d. BACB Code of Ethics 3.04 - Registered behavior technicians are aware  
2 of the events they need to self-report to the BACB and any other required entities (e.g.  
3 employer, supervisor). They self-report to the BACB within 30 days of the event or within  
4 30 days of becoming aware of the event. Registered behavior technicians are required to  
5 self-report to the BACB any event that might impact their ability to effectively carry out  
6 their behavior-technician services or comply with BACB requirements, including: legal  
7 charges and subsequent related actions; investigations by employers, governmental  
8 agencies, educational institutions, or third party payers naming the registered behavior  
9 technician; disciplinary actions by employers (including suspensions and terminations for  
10 cause), governmental agencies, educational institutions, and third-party payers; OR  
11 physical conditions, mental conditions, or substance abuse that may impair the registered  
12 behavior technician's ability to safely provide behavior-technician services.

13 6. That the foregoing facts constitute grounds for initiating disciplinary action  
14 pursuant to NRS 641D.700.

15 7. Nevada Revised Statute NRS 641.D.720 provides:

16 1. If the Board or a hearing officer appointed by the Board  
17 finds a person guilty in a disciplinary proceeding, the Board may:

- 18 (a) Administer a public reprimand.
- 19 (b) Limit the person's practice.
- 20 (c) Suspend the person's license or registration for a  
21 period of not more than 1 year.
- 22 (d) Revoke the person's license or registration.
- 23 (e) Impose a fine of not more than \$5,000.
- 24 (f) Revoke or suspend the person's license or registration  
25 and impose a monetary penalty.
- 26 (g) Suspend the enforcement of any penalty by placing  
27 the person on probation. The Board may revoke the probation if  
28 the person does not follow any conditions imposed.
- (h) Require the person to submit to the supervision of or  
counseling or treatment by a person designated by the Board.  
The person named in the complaint is responsible for any  
expense incurred.
- (i) Impose and modify any conditions of probation for the  
protection of the public or the rehabilitation of the probationer.
- (j) Require the person to pay for the costs of remediation  
or restitution.

2. The Board shall not administer a private reprimand.

3. An order that imposes discipline and the findings of fact  
and conclusions of law supporting that order are public records.

1  
2  
3  
4  
5  
6  
7  
8  
9  
0  
1  
2  
3  
4  
5  
6  
7  
8  
9  
0  
1  
2  
3  
4  
5  
6  
7  
8

1. Within forty-five (45) days of BOARD approval and execution of the Consent Decree, RESPONDENT shall pay the BOARD one thousand two hundred twenty-four and 91/100 dollars (\$1,224.91) in attorney's fees and costs and one thousand dollars (\$1,000.00) in administrative fines within twelve (12) months from the date of the fully executed consent decree. RESPONDENT may pay the above-stated fees by way of a payment plan prepared by the Board, on the condition that the payment plan is set up with the Board within forty-five (45) days from the date of the approval and execution of this Consent Decree.

b. In the event of default, RESPONDENT agrees that his registration number RBT3825/RBT-23-306052 shall be immediately suspended. The suspension of RESPONDENT's registration shall continue until the unpaid balance is paid in full and the suspension is subject to being reported to all appropriate agencies.

2. RESPONDENT shall obey all federal, state and local laws, and orders of the BOARD, which are not inconsistent with this Consent Decree, pertaining to the practice as a behavior analyst in this State. Any and all violations shall be reported by RESPONDENT to the BOARD in writing within seventy-two (72) hours.

1           3.     RESPONDENT shall provide a copy of the consent decree to each employer  
2 and supervisor until all requirements of the Consent Decree have been met. Said copy  
3 shall be signed by each employer and supervisor and page 1 shall submitted to the BOARD  
4 with signatures.

5           4.     RESPONDENT is prohibited from being supervised by a licensed behavior  
6 analyst that he has had a sexual relationship with through current or future employers.

7           5.     RESPONDENT is prohibited from working with a licensed behavior analyst  
8 that he has had a sexual relationship with on any professional case.

9           6.     RESPONDENT shall complete eight (8) hours of Board approved continuing  
10 education courses: four (4) hours in ethics and four (4) hours in professional conduct and  
11 boundaries within the first six (6) months of his probationary period. Upon successful  
12 completion of the course work, RESPONDENT must send the certificates of completion to  
13 the Board office within 30 days of completion of the course.

14          7.     RESPONDENT will be financially responsible for all requirements of this  
15 Consent Decree, including reasonable financial assessments by the Board for the cost of  
16 monitoring his compliance or carrying out the provisions of this Consent Decree.

17          8.     RESPONDENT waives his right to petition for early termination and/or  
18 modification of probation.

19          9.     RESPONDENT shall receive credit toward service of his probation only while  
20 employed as a registered behavior technician in the State of Nevada.

21          10.    Upon completion of two (2) years of probation, RESPONDENT may apply to  
22 the BOARD for termination of his probation and full reinstatement of his RBT Registration  
23 No. RBT3825/RBT-23-30605. RESPONDENT understands that prior to terminating his  
24 probation and full reinstatement of his registration he must prove to the BOARD's  
25 satisfaction that he has complied with all the terms and conditions of this Consent Decree.  
26 RESPONDENT shall submit a written request to the BOARD for termination of his  
27 probation. Upon receipt of this request, the BOARD may request additional information  
28 from RESPONDENT to determine his compliance with the Consent Decree. Upon

1 establishing RESPONDENT has met all of the requirements of the Consent Decree, he may  
2 be required to meet with the Chair of the BOARD or his/her designee, the Executive  
3 Director and BOARD counsel for evaluation of his compliance with the Consent Decree and  
4 for their recommendation of termination of probation, full reinstatement, or additional  
5 disciplinary action at a separate hearing before the BOARD.

#### 6 **VIOLATION OF TERMS OF CONSENT DECREE**

7 RESPONDENT understands that the BOARD may, upon thirty (30) day notice to  
8 RESPONDENT, convene a hearing for the limited purpose of establishing that he has, in  
9 fact, been in violation of the terms of this Consent Decree. If such a hearing results in a  
10 finding of a violation of this Consent Decree, the BOARD may impose any penalty upon  
11 RESPONDENT authorized by NRS 641D.720, and including, but not limited to, revocation  
12 of his registration to practice as a registered behavior technician in the State of Nevada.

13 In the event that a violation of the terms of the Consent Decree is alleged,  
14 RESPONDENT agrees to surrender his registration to the Executive Director/Board, if the  
15 Executive Director/Board so requests, and refrain from practicing as a registered behavior  
16 technician until entry of a final order of the BOARD or a court of competent jurisdiction,  
17 whichever last occurs, regarding a potential violation. RESPONDENT agrees to waive his  
18 right to appeal the substantive legal basis of the original disciplinary action, which is the  
19 basis for this Consent Decree. In the event an alleged violation of the Consent Decree is  
20 taken to hearing and the facts which constitute the violation are determined to be not  
21 proven, no disciplinary action shall be taken by the BOARD.

#### 22 **ACCEPTANCE BY THE BOARD**

23 This Consent Decree will be presented to the BOARD with a recommendation for  
24 approval from the Attorney General's Office at its next meeting.

25 ///

26 ///

27 ///

28 ///

**COMPLETE CONSENT DECREE**

This Consent Decree embodies the entire agreement between the BOARD and RESPONDENT. It may not be altered, amended, or modified without the express written consent of the parties.

DATED this Thursday day of 08/28, 2025

By: [Signature]  
Jose Salazar-Salgado, RBT, Respondent

The foregoing Consent Decree between RESPONDENT and the State of Nevada Board of Applied Behavior Analysis in Case No. NV01LBA25 is approved as to form and content.

DATED this 28<sup>th</sup> day of August, 2025

AARON D. FORD  
Attorney General

By: [Signature]  
HENNA RASUL  
Senior Deputy Attorney General  
100 N. Carson Street  
Carson City, Nevada 89701  
(775) 684-1100  
Counsel to the State of Nevada  
Board of Applied Behavior Analysis

**ORDER**

By a majority vote on the 16<sup>th</sup> day of September, 2025, the State of Nevada Board of Applied Behavior Analysis approved and adopted the terms and conditions set forth in the attached Consent Decree with Jose Salazar-Salgado, RBT.

**IT IS HEREBY ORDERED AND MADE EFFECTIVE.**

DATED this 16<sup>th</sup> day of September, 2025

By: [Signature]  
Chair, Board of Applied Behavior Analysis