

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

3   IN THE MATTER OF

4   ROBERT REARDON  
5   Registration No. RBT2688 (Expired);  
6   BACB RBT-21-195808 (Expired),  
7                                   Respondent.

Case No. NV09RBT25

8                                   **CONSENT DECREE**

9           The State of Nevada Board of Applied Behavior Analysis ("BOARD") having  
10 jurisdiction over ROBERT REARDON ("RESPONDENT"), Registration No. RBT 2688  
11 (Expired); BACB RBT-21-195808 (Expired), pursuant to NRS 641D.250; an accusation  
12 against said licensee having been received alleging violations of the Nevada statutes and  
13 regulations controlling the practice as a registered behavior technician; and the parties  
14 being mutually desirous of settling the controversy between them relative to the pending  
15 accusation;

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

18                                   **JURISDICTION**

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

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

26                                   **PUBLICATION OF CONSENT DECREE**

27           RESPONDENT acknowledges that at the time this Consent Decree becomes  
28 effective, it also becomes a public document and will be reported to the State of Nevada,

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

#### 6 **VOLUNTARY WAIVER OF RIGHTS**

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

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

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

#### 25 **CONTINGENCY**

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

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

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

### 7 INDEMNIFICATION

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

### 17 STIPULATED FACTS AND CONCLUSIONS OF LAW

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

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

26 2. A Complaint was received by the BOARD on or about July 25, 2025, alleging  
27 the following:

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1           a.     RESPONDENT's BACB Certification expired on December 7, 2023 and  
2 his RBT registration expired on December 31, 2024,

3           b.     While registered, he provided services outside his scope of practice and  
4 misrepresented his credentials

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

7           5.     This conduct violated NRS 641D.600(2) which states that a registered  
8 behavior technician shall only perform duties that his or her supervising behavior analyst  
9 or assistant behavior analyst has deemed the registered behavior technician competent to  
10 perform.

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

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

20          b.     BACB Code of Ethics 1.03 – Registered behavior technicians only  
21 provide services under their RBT certification within a clearly defined role under close,  
22 ongoing supervision.

23          c.     BACB Code of Ethics 1.05 - Registered behavior technicians do not  
24 knowingly make false, misleading, or exaggerated statements about their qualifications or  
25 behavior-technician services. They provide a current and accurate set of relevant  
26 credentials to employers and supervisors upon request.

27          d.     BACB Code of Ethics 1.06 - Registered behavior technicians services  
28 only after their supervisor confirms that they have demonstrated competence. They work

1 with their supervisor to continually evaluate their competence. If an RBT identifies that  
2 they are being asked to do something that goes beyond the scope of their certification and/or  
3 competence, they immediately inform their supervisor or other appropriate individuals at  
4 their place of employment and document this communication.

5 e. BACB Code of Ethics 2.04 - Registered behavior technicians do not use  
6 unfamiliar interventions or provide services to unfamiliar client populations unless they  
7 have received proper training.

8 f. BACB Code of Ethics 2.06 - Registered behavior technicians direct any  
9 questions or concerns that they or others (e.g., caregivers, coworkers) have about their  
10 behavior-technician services to their supervisor.

11 g. BACB Code of Ethics 3.02 - Registered behavior technicians are honest  
12 in all communications with the BACB and their supervisor. If an RBT becomes aware that  
13 they submitted inaccurate or false information or documents to the BACB, they  
14 immediately contact BACB to correct the issue. If an RBT becomes aware that they  
15 submitted inaccurate or false information or documents to their supervisor or employer,  
16 they immediately contact those parties to correct the issue and determine the need to  
17 self-report the situation to the BACB.

18 h. BACB Code of Ethics 3.07 - Registered behavior technicians regularly  
19 (e.g., monthly) check their BACB account to ensure their personal information (e.g., name,  
20 email address, mailing address) is accurate. Within 24 hours of becoming aware of a  
21 change to their certification status (e.g., inactive, expired, suspended, revoked), RBTs  
22 report the change to their supervisor and subsequently comply with applicable BACB  
23 requirements related to practice, billing, and use of the RBT title.

24 6. This conduct violated NRS 641D.600(7)(d) which states that a registered  
25 behavior technician engaged in gross malpractice or repeated malpractice or gross  
26 negligence in the practice of applied behavior analysis.

27 7. That the foregoing facts constitute grounds for initiating disciplinary action  
28 pursuant to NRS 641D.700.



1           b.     RESPONDENT acknowledges that the BOARD has the legal power and  
2 authority to take action against him, including instituting debt collection actions for unpaid  
3 monetary assessments in this case.

4           2.     If RESPONDENT re-applies for certification, he agrees to the following:

5           a.     Prior to submitting an application for a new registration to the BOARD,  
6 RESPONDENT shall submit proof and verification to the BOARD'S satisfaction that he  
7 has reimbursed the BOARD for attorney's fees and investigative costs.

8           b.     After meeting the requirement stipulated in 2(a) above, to the Board's  
9 satisfaction, RESPONDENT may submit an application, including associated costs and  
10 fees, for a new registered behavior technician registration.

11          c.     RESPONDENT must comply with all new application requirements to  
12 restore his license in effect at the time he is eligible to restore his registration, including,  
13 but not limited to, any required examination.

14          d.     RESPONDENT shall complete eight (8) hours of BOARD approved  
15 continuing education courses: four (4) hours in ethics and four (4) hours in professional  
16 conduct. Upon successful completion of the course work, RESPONDENT must send the  
17 certificates of completion to the BOARD office within 30 days of completion of the course.

18          e.     RESPONDENT shall take and pass the Ethics and Boundaries  
19 Assessment Service ("EBAS") Essay Examination with results sent directly to the BOARD.

20          3.     RESPONDENT shall not be eligible for registration in this State, via  
21 endorsement or reciprocity, of any registered behavior technician registration or any  
22 substantially equivalent level of registered behavior technician certification conducted in  
23 any other state.

24          4.     RESPONDENT will be financially responsible for all requirements of this  
25 Consent Decree, including any reasonable financial assessments by the Board for the cost  
26 of monitoring his compliance or carrying out the provisions of this Consent Decree.

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**VIOLATION OF TERMS OF CONSENT DECREE**

RESPONDENT understands that the BOARD may, upon thirty (30) day notice to  
RESPONDENT, convene a hearing for the limited purpose of establishing that he has, in  
fact, been in violation of the terms of this Consent Decree. If such a hearing results in a  
finding of a violation of this Consent Decree, the BOARD may impose any penalty upon  
RESPONDENT authorized by NRS 641D.720.

RESPONDENT agrees to waive his right to appeal the substantive legal basis of the  
original disciplinary action, which is the basis for this Consent Decree. In the event an  
alleged violation of the Consent Decree is taken to hearing and the facts which constitute  
the violation are determined to be not proven, no disciplinary action shall be taken by the  
BOARD.

**ACCEPTANCE BY THE BOARD**

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

**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 27th day of October, 2025

By: Robert Reardon, Jr  
Robert Reardon, Respondent

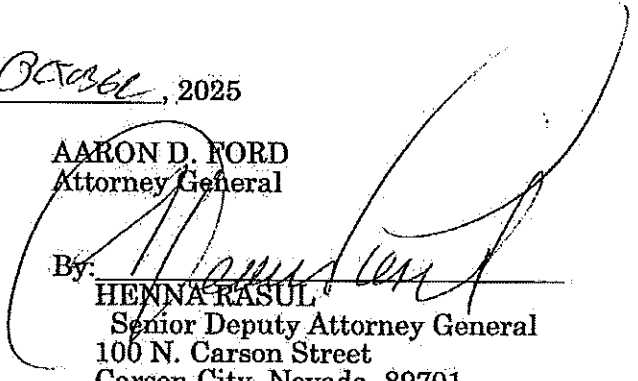
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1 The foregoing Consent Decree between RESPONDENT and the State of Nevada  
2 Board of Applied Behavior Analysis in Case No. NV09RBT25 is approved as to form and  
3 content.

4 DATED this 27 day of October, 2025

5 AARON D. FORD  
6 Attorney General

7 By:   
8 HENNA RASUL  
9 Senior Deputy Attorney General  
10 100 N. Carson Street  
11 Carson City, Nevada 89701  
12 (775) 684-1100  
13 Counsel to the State of Nevada  
14 Board of Applied Behavior Analysis

12 **ORDER**

13 By a majority vote on the \_\_\_\_ day of \_\_\_\_\_, 2025, the State of Nevada Board  
14 of Applied Behavior Analysis approved and adopted the terms and conditions set forth in  
15 the attached Consent Decree with Robert Reardon.

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

17 DATED this \_\_\_\_ day of \_\_\_\_\_, 2025

18  
19 By \_\_\_\_\_  
20 Chair, Board of Applied Behavior Analysis  
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