

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

IN THE MATTER OF

ROBERT REARDON
Registration No. RBT2688 (Expired);
BACB RBT-21-195808 (Expired),

Case No. NV09RBT25

Respondent.

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:

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.

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

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

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.

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

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

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

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

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

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

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

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

d. BACB Code of Ethics 1.06 - Registered behavior technicians services 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 8. Nevada Revised Statute NRS 641.D.720 provides:

2 1. If the Board or a hearing officer appointed by the Board
3 finds a person guilty in a disciplinary proceeding, the Board may:
4 (a) Administer a public reprimand.
5 (b) Limit the person's practice.
6 (c) Suspend the person's license or registration for a
7 period of not more than 1 year.
8 (d) Revoke the person's license or registration.
9 (e) Impose a fine of not more than \$5,000.
10 (f) Revoke or suspend the person's license or registration
11 and impose a monetary penalty.
12 (g) Suspend the enforcement of any penalty by placing
13 the person on probation. The Board may revoke the probation if
14 the person does not follow any conditions imposed.
15 (h) Require the person to submit to the supervision of or
16 counseling or treatment by a person designated by the Board.
17 The person named in the complaint is responsible for any
18 expense incurred.
19 (i) Impose and modify any conditions of probation for the
20 protection of the public or the rehabilitation of the probationer.
21 (j) Require the person to pay for the costs of remediation
22 or restitution.
23 2. The Board shall not administer a private reprimand.
24 3. An order that imposes discipline and the findings of fact
25 and conclusions of law supporting that order are public records.

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15 **STIPULATED ADJUDICATION**

16 RESPONDENT stipulates that pursuant to the authority of NRS 641D.720 the
17 BOARD will administer a PUBLIC REPRIMAND.

18 1. Within forty-five (45) days of BOARD approval and execution of the Consent
19 Decree, RESPONDENT shall pay the BOARD six hundred twenty-eight and 16/100 dollars
20 (\$628.16) in attorney's fees and costs and five hundred dollars (\$500.00) in administrative
21 fines. RESPONDENT may pay the above-stated fees by way of a payment plan prepared
22 by the Board, on the condition that the payment plan is set up with the Board within
23 forty-five (45) days from the date of the approval and execution of this Consent Decree.

24 a. No grace period is permitted. If a Board prepared payment plan is not
25 approved, or full payment not actually received by the BOARD on or before the forty-five
26 (45) days as indicated above, shall be construed as an event of default by RESPONDENT.

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

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

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

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

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

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

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

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

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

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VIOLATION OF TERMS OF CONSENT DECREE

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

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

ACCEPTANCE BY THE BOARD

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

COMPLETE CONSENT DECREE

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

19 DATED this 27th day of October, 2025

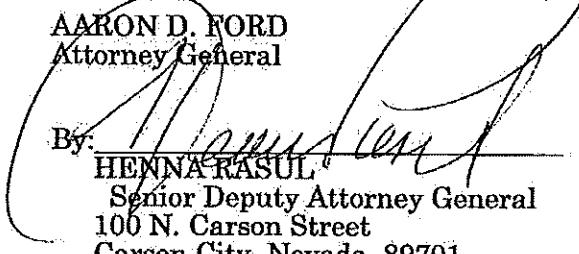
By: Robert Reardon, Jr.
Robert Reardon, Respondent

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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. NV09RET25 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*

15 **ORDER**

16 By a majority vote on the _____ day of _____, 2025, the State of Nevada Board
17 of Applied Behavior Analysis approved and adopted the terms and conditions set forth in
18 the attached Consent Decree with Robert Reardon.

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

20 DATED this _____ day of _____, 2025

21 By 
22 Chair, Board of Applied Behavior Analysis

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