

STATE OF NORTH CAROLINA
COUNTY OF WAKE

BEFORE THE NORTH CAROLINA
ADDICTIONS SPECIALIST
PROFESSIONAL PRACTICE BOARD
EC CASE NO. 915-26

NORTH CAROLINA ADDICTIONS	)
SPECIALIST PROFESSIONAL	)
PRACTICE BOARD,	)
Petitioner,	)
	)
v.	)
	)
OZZIE DUDLEY ADAMS II,	)
(CADC No. 2656),	)
(LCAS No. 22513),	)
(CCS-I No. 21488),	)
Respondent.	)

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND FINAL AGENCY DECISION

In accordance with the Administrative Procedure Act, N.C. Gen. Stat. § 150B, the North Carolina Substance Use Disorder Professional Practice Act, N.C. Gen. Stat. § 90, Article 5C, and the rules and regulations adopted by the Board and codified in Title 21, Chapter 68 of the North Carolina Administrative Code, the North Carolina Addictions Specialist Professional Practice Board (hereinafter the “Board”) issues the following Findings of Fact, Conclusions of Law and Final Agency Decision in the above-captioned matter.

The record reflects that a quorum of the Board was present at the hearing held on July 16, 2026, when the Board made this decision. At the hearing, Attorney Carolyn E. Duhon appeared on behalf of Board Staff. Respondent was present and proceeded with the hearing pro se.

Before the Board issued this Final Agency Decision, the following inquiry was read aloud in accordance with state ethics laws: “[d]oes any board member have any known conflict of interest with respect to this matter coming before the Board today? If so, please identify the conflict or appearance of conflict and refrain from any undue or inappropriate participation in the particular matter involved.” Board members Kathy Allen and Kendra Davis stated that they had a conflict of interest or the appearance of a conflict of interest.

Virginia L. Johnson, Vice Chair of the Board, was the presiding Officer for the hearing. Board Members Johnny Bass, Anita Daniels, Dale Willetts, Flo Stein, Kathryn L. Salmon and Lauren Quick-Graham heard the case. Board members Kathy Allen and Kendra Davis were recused.

PETITIONER'S LIST OF EXHIBITS

EXHIBIT #	
1	Respondent's Credentialing Information from NCASPPB Website (CADC, LCAS, CCS-I)
2	06.09.2026 Notice of July 2026 Hearing
3	06.13.2026 USPS Certified Mail Receipt Proof of Delivery of Notice of Hearing to Respondent
4	01.21.2026 Respondent's Self-Report
5	02.06.2026 Board Letter to Respondent Request for Additional Information re Pending Criminal Matters
6	02.20.2026 Respondent's Response to Board Request for Additional Information with Attachment
7	06.24.2026 Respondent's Request for Continuance of Board Hearing
8	06.26.2026 Board Counsel's Objection to Respondent's Continuance Request
9	06.30.2026 Board Chair Email Denying Respondent's Request for Continuance
10	-----
11	Case Summary Montgomery County District Court 25CR325649-610 (DWI)
12	Case Summary Montgomery County District Court 25CR001633-610 (Misd. Open Container After Consumption Alcohol 1 st)
13	Certified Copies Montgomery County District Court 25CR001633-610, 25CR325649-610 (DWI, Misd. Open Container After Consumption Alcohol 1 st)

Petitioner Board Exhibits 1-9 and 11-13 were entered onto the record.

RESPONDENT'S EXHIBIT

Respondent Exhibit 1 was entered onto the record, which included a certified copy of a case summary for Montgomery County District Court Case No. 25CR325649-610, a certified copy of financial payment information for 25CR325649-610 and a certificate of completion for court-ordered community service work in relation to 25CR325649-610.

JURISDICTION

The North Carolina Addictions Specialist Professional Practice Board is an occupational licensing board of the State of North Carolina, organized under the provisions of N.C. Gen. Stat. § 90, Article 5C, and has jurisdiction over this matter pursuant to the provisions of N.C. Gen. Stat.

§ 90-113.33, N.C. Gen. Stat. § 150B, and the Board's duly enacted rules, as enumerated in 21 N.C. Administrative Code, Chapter 68.

FINDINGS OF FACT

1. On January 5, 2011, Respondent was credentialed before the Board as a Certified Alcohol and Drug Counselor ("CADC") (CADC No. 2656), which expired on December 31, 2022. *Board Exhibit 1.*
2. On April 21, 2021, Respondent was credentialed before the Board as a Licensed Clinical Addictions Specialist ("LCAS") (LCAS No. 22513), which will expire on April 20, 2027, if not renewed. *Board Exhibit 1.*
3. On December 3, 2024, Respondent was credentialed before the Board as a Certified Clinical Supervisor Intern ("CCS-I") (CCS-I No. 21488), which will expire on December 2, 2027, if the full CCS credential is not attained prior. *Board Exhibit 1.*
4. On January 21, 2026, Respondent submitted a formal self-report ethics complaint before the Board disclosing a pending Driving While Impaired criminal charge issued on or about June 2025 and a pending Domestic Violence criminal charge issued on or about December 2025. The complaint was designated by the Board as Ethics Complaint ("EC") Case No. 915-26. *Board Exhibit 4.*
5. On June 9, 2026, the Board issued a Notice of Hearing, scheduling a hearing for the above-referenced matter on July 16, 2026. *Board Exhibit 2.*
6. The Presiding Officer convened the hearing on July 16, 2026, which was held in person and administered before a Court Reporter. Board staff was represented by Attorney Carolyn E. Duhon, Hedrick Gardner Kincheloe and Garofalo, L.L.P. Respondent was present and pro se.
7. At hearing, the Board heard testimony and reviewed other evidence regarding the application of relevant administrative code provisions and statutes, as follows:
 - a. Pursuant to N.C. Gen. Stat. § 90-113.44(a)(2a), grounds for disciplinary action include the use of drugs or alcoholic beverages to the extent that a substance use disorder professional suffers impairment;
 - b. Pursuant to N.C. Gen. Stat. § 90-113.44(a)(6), grounds for disciplinary action include engaging in any act or practice in violation of any of the provisions of N.C. Gen. Stat. § 90, Article 5C, or any of the rules adopted pursuant to it;
 - c. Pursuant to N.C. Gen. Stat. § 90-113.44(a)(9), grounds for disciplinary action include engaging in conduct that could result in harm or injury to the public;

- d. Pursuant to 21 NCAC 68 .0503(i), a substance use disorder professional shall recognize the negative impact impairment has on their functioning in public and professional performance and shall report impairment to the Board;
 - e. Pursuant to 21 NCAC 68 .0601(5)(b), grounds for professional discipline include illegal acts or practices, specifically, conviction for violating any controlled substances or driving while impaired law;
 - f. Pursuant to 21 NCAC 68 .0601(6)(c), grounds for professional discipline include the use of drugs, including alcohol, to the extent that professional competency is affected or that the professional suffers impairment; and
 - g. Pursuant to 21 NCAC 68 .0606(c)-(d), a substance use disorder professional shall notify the Board within thirty (30) days from the date of any charges, conviction or finding of guilt, or pleading of nolo contendere for all criminal convictions, including DWI charges, arrests, and convictions, and failure to report these criminal convictions shall be considered a violation of the ethical principles of the Board.
8. Kathy Allen (“Allen”), former Ethics Committee Chair for the Board, testified credibly as to investigating the Ethics Complaint Case, EC Case No. 915-26, alongside the Board’s Executive Director and Board counsel, in accordance with 21 NCAC 68 .0603.
9. On January 21, 2026, Respondent submitted a formal self-report ethics complaint before the Board disclosing a pending Driving While Impaired criminal charge issued on or about June 2025 and a pending Domestic Violence criminal charge issued on or about December 2025. *Board Exhibit 4.*
10. Allen testified credibly and presented evidence as to the investigation of EC Case No. 915-26, which was initiated by requesting additional information from Respondent in relation to Respondent’s January 2026 self-report ethics complaint. *Board Exhibit 5.* Allen testified credibly as to the initial concerns raised in the investigation relating to impairment and pending criminal charges.
11. Allen testified credibly as to requesting Respondent submit additional information and documentation pertaining to the circumstances surrounding issuance of the criminal charges and Respondent’s current circumstances, including information pertaining to Respondent’s employment and substance use. On February 6, 2026, Board counsel issued a letter to Respondent on behalf of the Board requesting additional information as to the above-referenced criminal cases. *Board Exhibit 5.*
12. On June 3, 2025, Respondent was charged with Open Container After Consumption of Alcohol 1st – Misdemeanor in Montgomery County District Court, case no. 2025 CR

001633-610. On February 12, 2026, the criminal charge was voluntarily dismissed per a plea agreement. *Board Exhibits 12-13.*

- a. Allen testified credibly as to reviewing the associated criminal records and concerns regarding Respondent's failure to report issuance of the above-referenced criminal charge to the Board.

13. On June 3, 2025, Respondent was also charged with Driving While Impaired Level 5 – Misdemeanor ("DWI") in Montgomery County District Court, case no. 2025 CR 325649-610. On February 12, 2026, Respondent pled guilty and was criminally convicted. Respondent was sentenced to thirty (30) to sixty (60) days of confinement pursuant to a suspended sentence of twelve (12) months of unsupervised probation, to be completed on or about February 2027. *Board Exhibits 11 and 13.*

- a. Allen testified credibly as to concerns regarding Respondent's blood alcohol content ("BAC") result from the DWI breath test (BAC 0.21g/210L), and due to Respondent's failure to report issuance of the above-referenced criminal charge to the Board within thirty (30) days.

14. In December of 2025, Respondent was charged with Crime of Domestic Violence – Misdemeanor. Respondent testified credibly that the criminal charge was voluntarily dismissed in April 2026, and that substance use was not a factor in the circumstances surrounding alleged commission of the crime.

15. On February 20, 2026, Respondent submitted a written response to the request for additional information in EC-915-26. *Board Exhibit 6.* Allen testified credibly as to reviewing the response, which included a narrative explaining the DWI and Domestic Violence criminal charges, including information as to Respondent's court-ordered supervision status.

16. Respondent testified credibly as to adopting a "zero tolerance" policy in relation to alcohol consumption and the support he receives from his church and professional community. Respondent testified credibly as to utilizing meditation, journaling and exercise, along with clinical care, to maintain his sobriety.

17. Respondent testified credibly as to completing an assessment and associated recommended treatment following issuance of the DWI, and completion of court-ordered community service. Respondent testified credibly as to currently serving court-ordered probation in relation to the DWI conviction, which will end on or about February 2027.

18. Respondent testified credibly as to working at the North Carolina Department of Adult Corrections ("NCDAC") under the associated Alcoholism and Chemical Dependency Programs ("ACDP"). Respondent testified credibly as to never engaging in clinical practice or other associated job duties while impaired.

19. In considering N.C. Gen. Stat. § 90-113.44(a)(2a), the Board considered the above-referenced evidence presented as to Respondent's DWI and associated BAC, finding Respondent used alcohol to the extent that Respondent suffered impairment.
20. In considering N.C. Gen. Stat. § 90-113.44(a)(6), the Board considered the above-referenced evidence presented as to Respondent's unreported impairment and unreported criminal charges, finding Respondent engaged in acts or practices in violation of the provisions of Article 5C and the rules adopted pursuant to it, as described above.
21. In considering N.C. Gen. Stat. § 90-113.44(a)(9), the Board considered the above-referenced evidence presented regarding Respondent's unreported impairment and Respondent's unreported criminal charges, finding Respondent engaged in conduct that could result in harm or injury to the public, as described above.
22. 21 NCAC 68 .0503(i), the Board considered the above-referenced evidence presented regarding the DWI and associated BAC, finding that Respondent failed to report impairment to the Board.
23. 21 NCAC 68 .0601(5)(b), the Board considered the above-referenced evidence presented regarding Respondent's DWI conviction, finding that Respondent was convicted of violating a driving while impaired law.
24. 21 NCAC 68 .0601(6)(c), the Board considered the above-referenced evidence presented regarding the DWI and associated BAC, finding that Respondent used alcohol to the extent that Respondent suffered impairment.
25. In considering 21 NCAC 68 .0606(c)-(d), the Board considered the above-referenced evidence presented regarding Respondent's failure to report issuance of the above-referenced criminal charges to the Board within thirty (30) days.

CONCLUSIONS OF LAW

1. Respondent is subject to the Administrative Procedure Act, N.C. Gen. Stat. § 150B, the North Carolina Substance Use Disorder Professional Practice Act, N.C. Gen. Stat. § 90, Article 5C, and the rules and regulations adopted by the Board and codified in 21 N.C. Administrative Code, Chapter 68.
2. Respondent is subject to jurisdiction before the Board.
3. The Board is authorized under Article 3A, Chapter 150B of the North Carolina General Statutes to hear this matter.

4. To the extent that the Findings of Fact contain conclusions of law, or that the Conclusions of Law are findings of fact, they should be so considered without regard to their given labels. Charlotte v. Heath, 226 N.C. 750, 755, 40 S.E.2d 600, 604 (1946); Peters v. Pennington, 210 N.C. App. 1, 15, 707 S.E.2d 724, 735 (2011).
5. The Board concludes that the acts and omissions of Respondent described in the Findings of Fact violate the following statutes and rules governed by the Board:
 - 1) N.C. Gen. Stat. § 90-113.44(a)(2a);
 - 2) N.C. Gen. Stat. § 90-113.44(a)(6);
 - 3) N.C. Gen. Stat. § 90-113.44(a)(9);
 - 4) 21 NCAC 68 .0503(i);
 - 5) 21 NCAC 68 .0601(5)(b);
 - 6) 21 NCAC 68 .0601(6)(c); and
 - 7) 21 NCAC 68 .0606(c)-(d).
6. Pursuant to N.C. Gen. Stat. §§ 90-113.33(2) and 90-113.44(a), the Board has the authority to issue, renew, deny, suspend, or revoke licensure, certification, or registration to practice in this State or reprimand or otherwise discipline a license, certificate, or registration holder in this State.

FINAL AGENCY DECISION

The North Carolina Addictions Specialist Professional Practice Board hereby issues the following decision:

- I. Respondent's CCS-I (CCS-I No. 21488) is hereby **REVOKED**.
 - a. Respondent may re-apply for the CCS-I no sooner than two (2) years following the effective date of this Final Agency Decision.
 - b. Respondent shall not provide clinical supervision without a valid CCS-I or CCS credential. Respondent shall not provide clinical supervision to CADC registrants, interns or credential holders pursuant to Respondent's LCAS.
- II. Respondent's LCAS (LCAS No. 22513) is hereby **SUSPENDED** for a period of twelve (12) months following the effective date of this Consent Order. **The suspension shall be STAYED, and Respondent's LCAS may be conditionally restored**, contingent upon the following:
 - a. Respondent shall complete six (6) hours of continuing education on the topic of ethics; specifically, impairment and reporting requirements.

- i. Respondent shall submit documentation demonstrating successful completion of the above-referenced continuing education to the Board within thirty (30) days of service of this Final Agency Decision.
- ii. Respondent shall submit the above-referenced documentation demonstrating successful completion to the Board's Executive Director via electronic mail at barden@ncaddictionsboard.org and via regular mail to the following address:

NC Addictions Specialist Professional Practice Board
c/o NCASPPB Executive Director
P.O. Box 10126
Raleigh, NC 27605

- b. Respondent shall obtain a Board-approved clinical supervisor and shall enter into a valid supervision contract before the Board. Respondent shall provide a copy of this Final Agency Decision to his clinical supervisor.
- c. Respondent shall engage in clinical supervision with his Board-approved clinical supervisor at a rate of one (1) hour of clinical supervision for every eighty (80) hours of clinical practice.
- d. Respondent's clinical supervisor shall submit quarterly reports to the Board regarding Respondent's progress and participation in supervision throughout the above-referenced period of stayed suspension, as follows:
 - i. The above-referenced reports must be drafted by Respondent's current Board-approved clinical supervisor, drafted on the supervisor's official letterhead, and the reports must be signed and dated by the supervisor.
 - ii. The above-referenced reports shall be submitted to the Board on the first business day of each associated month. The reports must be transmitted directly from the supervisor to the Board.
 - iii. Respondent's supervisor shall submit the above-referenced quarterly reports to the Board's Executive Director via electronic mail at barden@ncaddictionsboard.org and via regular mail to the following address:

NC Addictions Specialist Professional Practice Board
c/o NCASPPB Executive Director
P.O. Box 10126
Raleigh, NC 27605

- iv. In the event Respondent fails to ensure timely submission of the above-referenced quarterly reports, the stay of the suspension shall be automatically lifted.
 - v. If Respondent terminates supervision with his clinical supervisor before the Board or changes clinical supervisors, Respondent shall notify the Board within ten (10) business days as to a new proposed clinical supervisor.
- III. This Final Agency Decision shall take effect upon service of Respondent in a manner consistent with N.C. Gen. Stat. § 150B-42(a).
- IV. Pursuant to N.C. Gen. Stat. § 150B-45(a)(2), Respondent has thirty (30) days from the date that he receives this Final Agency Decision to file a Petition for Judicial Review. The Petition for Judicial Review must be filed in the Superior Court of the county where the person aggrieved by the administrative decision resides, or in the case of a person residing outside the State, in the county where the contested case which resulted in the final decision was filed. Since this is an administrative appeal, no additional evidence will be taken. If a Petition is filed, a Superior Court Judge will review the Final Agency Decision to determine whether there were any legal errors in the Final Agency Decision.

NOTICE

This Final Agency Decision is issued under the authority of N.C. Gen. Stat. §150B-42. Pursuant to N.C. Gen. Stat. §150B-45, any party wishing to appeal this Final Agency Decision may commence such appeal by filing a Petition for Judicial Review in the Superior Court of the county in which the party resides. The party seeking review must file the Petition within 30 days after being served with a written copy of this Final Agency Decision.

N.C. Gen. Stat. § 150B-46 describes the contents of the Petition and requires service of the Petition on all parties. N.C. Gen. Stat. §150B-47 requires the Board to file the official record in the contested case with the reviewing court within 30 days of receipt of the Petition.

This, the 13 day of August, 2026.

By: Virginia S. Johnson
Virginia Johnson, Vice Chair, Presiding Officer
NORTH CAROLINA ADDICTIONS SPECIALIST
PROFESSIONAL PRACTICE BOARD

CERTIFICATE OF SERVICE

The undersigned does hereby certify that on this day the foregoing **Findings of Fact, Conclusions of Law and Final Agency Decision** was served upon the Respondent in this action by USPS, postage prepaid, and by electronic mail delivery, addressed as follows:

Mr. Ozzie D. Adams II
413 Apricot Lane
Carthage, NC 28237

Respondent

COURTESY COPY:

ozzie.adams@dac.nc.gov

This, the 14 day of August, 2026.

**HEDRICK, GARDNER, KINCHELOE &
GAROFALO, LLP**



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