



MEMORANDUM

DATE	March 25, 2026
TO	California Board of Behavioral Sciences, Outreach and Education Committee
FROM	Christy Berger, Regulatory Manager
SUBJECT	Update on Publications

Staff continually review and update the Board's publications based on feedback from Board members, staff and stakeholders, and due to law changes. The Board also publishes a newsletter at least three times per year. Below are links to recently updated publications, as well as publications that received significant edits since the last Committee meeting.

New Publications

Since the last Committee meeting, the following new BBS publications were published:

[Winter 2026 Newsletter](#)

[Frequently Asked Questions for Supervisors](#)

[Stay Audit Ready: Don't Let Continuing Education Requirements Catch You Off-Guard](#)

Updated Publications

Since the last Committee meeting, the following publications have received significant edits:

[Advertising Fact Sheet and Frequently Asked Questions](#)

[Advertising Examples for Licensees](#)

[Advertising Examples for Registrants and MFT Trainees](#)

Attachments

- A. Winter 2026 Newsletter
- B. Frequently Asked Questions for Supervisors
- C. Stay Audit Ready: Don't Let Continuing Education Requirements Catch You Off-Guard
- D. Advertising Fact Sheet and Frequently Asked Questions
- E. Advertising Examples for Licensees
- F. Advertising Examples for Registrants and MFT Trainees

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CALIFORNIA BOARD OF BEHAVIORAL SCIENCES

W I N T E R 2 0 2 6 N E W S L E T T E R

VOL. 12 NO. 1



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Wendy Strack

BOARD CHAIR REPORT WINTER 2026

As we begin the new year, the Board extends its warmest wishes to all licensees, registrants, and applicants. We are grateful for your continued commitment to serving Californians and for the important work you do every day to support the mental health and well-being of our communities. I'd like to take a moment to share a few important updates and reminders as the Board continues its work to support licensees and protect the public.

One ongoing priority is **recruiting Subject Matter Experts (SMEs)** to assist with examination development. Our exams are strongest when they reflect the realities of practice, and that only happens when experienced, diverse professionals are willing to lend their expertise. If you've ever considered getting involved, this is a meaningful way to give back to the profession. See page 4 for information on how to participate.

Many of you have also been following the Board's progress toward adopting the **Association of Marital and Family Therapy Regulatory Boards (AMFTRB) National Examination**. Planning for this transition is underway, and the Board remains focused on ensuring the change is thoughtful, well coordinated, and clearly communicated. We will continue to share updates as key milestones are reached.

In addition, the Board's **Workforce Development Committee** has begun reviewing the **education requirements for LMFT licensure**. This work is part of a broader effort to evaluate whether current requirements continue to support a strong, competent workforce while keeping pace with changes in education, training models, and service delivery. We welcome your input during this review, and any potential recommendations will be shared and discussed during the committee meeting. For meeting dates, please see the back page of this newsletter.

I'd also like to reinforce a few important supervision reminders. A valid Supervision Agreement must be established, and applicants are not permitted to sign on their supervisor's behalf, including on Weekly Logs or Experience Verification forms. These rules safeguard applicants, supervisors, and consumers while maintaining the integrity of the licensure process.

Similarly, registrants and licensees are strongly encouraged to **retain permanent copies** of essential licensure records, such as Experience Verification forms. These documents are frequently required years later, particularly if you seek licensure in another state.

Thank you, as always, for the work you do and for staying engaged with the Board.

Wendy Strack

Chair, California Board of Behavioral Sciences

THE BOARD'S MISSION IS TO PROTECT AND SERVE CALIFORNIANS BY SETTING, COMMUNICATING, AND ENFORCING STANDARDS FOR SAFE AND COMPETENT MENTAL HEALTH PRACTICE.



NEW: BBS EMAIL SUBSCRIBER LIST FOR SUPERVISORS

The Board of Behavioral Sciences is excited to announce a new listserv/email subscribers list for supervisors! By joining, supervisors will receive updates, resources, and important information on all things related to supervision. Stay connected and informed. Subscribe today at www.bbs.ca.gov/webapplications/apps/subscribe/index.html.

IMPORTANT REMINDER: SUPERVISOR SELF-ASSESSMENT REPORT: A ONE-TIME REPORT REQUIRED FOR ALL SUPERVISORS

As a reminder, all licensees supervising an individual gaining hours of experience toward LMFT, LCSW, or LPCC licensure must complete and submit a Supervisor Self-Assessment Report to the Board within 60 days of commencing supervision for the first time. The purpose of the report is to confirm the licensee's qualifications to serve as a supervisor. It also helps new supervisors by

ensuring they understand key requirements. The form, with instructions for completion and submission, is available on the Board's [website](#). Once you have submitted this one-time report, you will never need to submit it again.

The Board audits supervisors for compliance with this requirement. Because this requirement was implemented somewhat recently (in 2022), supervisors who are found to be out of compliance currently receive a courtesy notice. This grace period will eventually end, and the Board may take disciplinary action against those who remain out of compliance. If you have not submitted your Supervisor Self-Assessment, the Board highly encourages you to submit it as soon as possible.

SUPERVISION VIA VIDEOCONFERENCING NOW PERMANENT

Originally set to expire on January 1, 2026, the provision allowing supervision via videoconferencing in all settings has now been made permanent with the Governor's recent signing of Senate Bill 775. This means supervisors and supervisees may continue to meet remotely via videoconferencing for supervision sessions. This change ensures continued flexibility and improves access to supervision, particularly in remote or underserved areas.

A reminder that if supervision via videoconferencing is used, the law requires that within 60 days of the commencement of supervision, the supervisor must conduct a meeting with their supervisee to assess the appropriateness of allowing the supervisee to receive supervision via two-way, real-time videoconferencing. The assessment must include, but is not limited to, all of the following:



- The abilities of the supervisee.
- The preferences of both the supervisee and supervisor.
- The privacy of the locations of the supervisee and supervisor while supervision is conducted.

The supervisor must document the results of their assessment. If their assessment finds that supervision via two-way, real-time videoconferencing is not appropriate with that supervisee, then they shall not utilize it.

HOW APPLICANTS CAN HELP AVOID DELAYS

Applicants can help support a smoother and more timely application review by submitting a complete and well-organized application. These efforts are greatly appreciated and directly assist Board staff in reducing processing times.

To help avoid delays, applicants are encouraged to:

- Ensure **all required documents** are included before submitting the application.
- Use the **checklist** provided in the application instructions to confirm completeness.
- Review all **completed forms** carefully for accuracy, required signatures, and dates.
- **Avoid stapling** documents or using Post-it notes, as the application will be scanned. Please use a single binder clip if needed.
- Submit clear, **legible** copies of all materials.

Incomplete or improperly assembled applications often require additional review or follow-up, which can extend processing time. Careful preparation at the time of submission helps the Board review applications more efficiently and benefits all applicants.

2026 STATUTES AND REGULATIONS BOOK NOW AVAILABLE ONLINE

The Board's Statutes and Regulations publication has been updated to include law changes that took (or are taking) effect in 2026. It is available on the Board's [website](#).



INTERESTED IN HELPING DEVELOP LICENSURE EXAMS?

GIVE BACK TO YOUR PROFESSION AND HELP PROTECT CONSUMERS IN CALIFORNIA!

The Board is recruiting Subject Matter Experts (SMEs) for its examination programs. In addition to receiving compensation, SMEs can earn up to six hours of continuing education (CE) credit upon completion of certain activities, which can be used to satisfy the Law and Ethics portion of a licensee's CE requirement.

A more diverse pool of SMEs critically affects the quality and defensibility of licensure exams. The Board is seeking to increase its SME pool to ensure the inclusion of experts from different specialty areas, practice settings, geographic locations, ethnic backgrounds, and genders.

Exam SMEs participate in the development and review of the LCSW, LMFT, LPCC California Law and Ethics Exam, and LEP Exam. SME input ensures that the exams accurately assess whether candidates possess the minimally acceptable knowledge, skills, and abilities necessary to perform tasks of the job safely and competently.

Workshops last from one to three days and are normally conducted from 8:30 a.m. to 5:00 p.m. each day. Workshops are offered both in person and virtually, depending on the type of workshop. Compensation is variable, depending on workshop length and complexity (generally \$200-300 per day). Travel costs for participants who travel 50+ miles each way includes airfare and hotel prepaid by the Board, as well as reimbursements for mileage, transportation and/or parking, and meals, in accordance with state policy.

How to Participate:

- Licensees must complete the **Subject Matter Expert** application and submit to ExamSME@dca.ca.gov.
- The Board notifies licensees of eligibility.
- Licensees must sign an agreement to not engage in related exam coaching/preparation activities.

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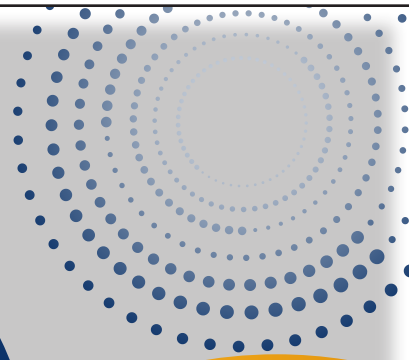


RECRUITING SUBJECT MATTER EXPERTS

BRING YOUR EXPERIENCE.
MAKE A DIFFERENCE.

EXAM WORKSHOPS

-  Item (Question) Writing/Review
-  Pass Score Setting
-  Clinical Vignette Writing/Review
-  Examination Construction



REQUIREMENTS

- ✓ Current LMFT, LCSW, LPCC, or LEP in good standing
- ✓ No prior/pending enforcement actions/investigations
- ✓ 20-40 hours of training, supervision, and education per week
- ✓ Clinical experience (minimum 10 hours face-to-face per week)
- ✓ LMFT, LCSW, and LPCC must be licensed for 2 years
- ✓ LEPs must be currently practicing
- ✓ California resident

Send your application
ExamSME@dca.ca.gov

Our Website
bbs.ca.gov/exams

Questions?

ExamSME@dca.ca.gov



Help Patients *Heal* from ACEs



Support for patients impacted by ACEs or toxic stress

Adverse Childhood Experiences (ACEs) are stressful or potentially traumatic experiences that happen to us before we turn 18. Examples include having a caregiver who struggled with mental health or substance use, witnessing domestic violence, or experiencing abuse or neglect.

ACEs are **common** in California. When traumatic events happen over and over again, without enough buffering support, our natural stress response gets over-activated and we can experience something called toxic stress. Toxic stress can impact our mental and physical health well into adulthood.



3 out of 5 people in California have experienced at least 1 ACE.

The good news is that **healing is possible**. And as a health care provider, you can partner with your patients on their healing journeys. Please share these valuable resources from the Office of the California Surgeon General's *Live Beyond* campaign today to help them learn more about ACEs, toxic stress, and things we all can do to heal.

Resources for Patients

Downloadable and printable in multiple languages

ACEs, Toxic Stress, and Stress Busters Palm Card

This easy-to-reference card explains what ACEs are, why they matter, and details 7 proven Stress Busters to help with healing.



Palm Card



Guide for Patients to Access Support

Stress Buster Pocket Card

Get strategies for managing stress in the moment, including step-by-step mindfulness and calming breathing exercises.



Pocket Card

Guide for Patients to Access Support

A quick guide for patients on how to access additional support to help heal from the impacts of their ACEs and toxic stress, find a mental health care provider, begin a conversation, and more.

Visit livebeyondca.org/campaign-resources to download these resources.



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Help Patients *Heal* from ACEs

On-Demand Resources for Patients

Apps

Soluna

Available 24/7, this 100% free mental health app connects Californians ages 13–25 with live coaching, stress relief, and online communities.

Download at solunaapp.com.



BrightLife Kids

For California families with kids ages 0–12, this 100% free app provides expert coaching for sleep issues, worry, social skills, and more. Live, 1:1 video sessions, secure chat, on-demand content, and more.

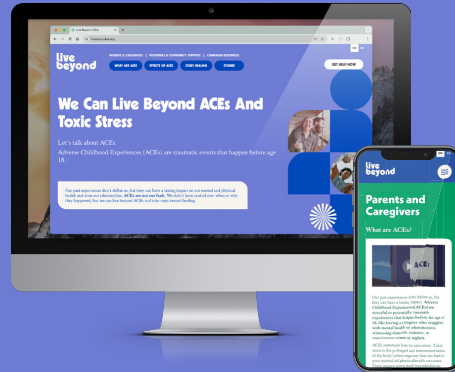
Download at hellobrightline.com/brightlifekids.



Online

Live Beyond

We're stronger than our trauma. For more info, proven Stress Busters, videos by Californians who are healing from toxic stress and ACEs, and more, go to livebeyondCA.org.



Live Beyond website

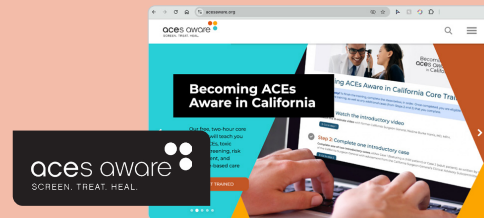
HEALING ISN'T LINEAR

My past doesn't define my future

Tips for providers

Make sure you visit the California ACEs Aware initiative for up-to-date training content on ACEs screening, implementation, treatment, and healing for patients.

Visit acesaware.org.



ACEs Aware website



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YOU'RE INVITED

PARTICIPATE IN BOARD AND COMMITTEE MEETINGS

The Board and its committees meet multiple times throughout the year to establish priorities, discuss policy matters, and make key decisions that shape outcomes for consumers and the Board's regulated professions. Your participation plays a vital role in this work.

These meetings, conducted both virtually and in person, provide a public forum that promotes transparency and accountability and encourages meaningful stakeholder engagement in the regulatory process.

DURING BOARD AND COMMITTEE MEETINGS, MEMBERS TYPICALLY:

- Review and vote on proposed regulations and proposed legislation.
- Discuss licensing requirements and enforcement matters.
- Consider recommendations from staff.
- Address public comments and stakeholder input.
- Make decisions that guide the Board's strategic priorities and consumer protection efforts.

ABOUT THE COMMITTEES:

The **Workforce Development Committee** addresses critical challenges in California's behavioral health workforce. This committee is dedicated to ensuring that consumers have access to qualified mental health professionals by focusing on strategies that strengthen and sustain a diverse workforce. The committee's goals are to:

- Identify workforce needs and increase the mental health workforce in California.

- Identify any unnecessary barriers within the pathways toward licensure and propose law changes that would reduce barriers while maintaining public protection.
- Recommend legislative and regulatory changes that would enable licensing candidates to gain early eligibility to licensure examinations.

The **Outreach and Education Committee** works to strengthen the Board's efforts in promoting awareness and understanding of its mission and resources, ensuring outreach efforts are accessible and inclusive. The committee's goals are to:

- Expand current outreach efforts by hosting live events for educators, supervisors, and associates to address common licensure pathway concerns and gather ongoing feedback.
- Identify current outreach efforts or initiatives by other state, local, and community agencies in reaching high school students and undergraduates in underserved communities to increase awareness of and encourage entry into the mental health profession and determine how the Board can support those efforts.
- Update the Board's website and outreach materials to increase accessibility and expand on resources for licensees and individuals pursuing mental health careers.
- Strengthen outreach to educational institutions and students to promote understanding of the licensure pathway and legal obligations of practitioners.
- Develop strategies to reach the public and increase awareness of their rights as mental health consumers.

The **Policy and Advocacy Committee** is focused on the following:

- Developing proposed legislation and regulations related to the Board's mission.
- Proposing legislative and regulatory changes that respond to emerging trends or concerns in the mental health professions.
- Reviewing proposed legislation and regulatory changes that may affect the Board's licensees and registrants.



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WHAT SHOULD I KNOW ABOUT PARTICIPATING?

• Attending Meetings

Board and Committee meetings are open to the public unless otherwise noted in accordance with the Open Meeting Act. Members of the public are provided opportunities to comment on matters presented in open session, though the Board or Committee may allocate speaking time among those who wish to speak.

Public comment is permitted on individual agenda items, and time is set aside at the beginning of each meeting to comment on any item not on the agenda. The Board makes every effort to webcast its public meetings when resources allow, and webcast links are posted on the Board and Committee Meetings page.

• Teleconferencing

Some meetings may be accessible via teleconference. When a meeting includes a teleconference option, individuals listening remotely will be given an opportunity to provide public comment. Teleconference instructions will be included in the agenda for that specific meeting.

• Time Limits

The Board aims to allow each speaker two to three minutes per agenda item. When a meeting is conducted by teleconference, public comments may be subject to additional time limits. The same time limits apply to those attending in person.

HOW TO GET INVOLVED

The Board's [Meetings](#) page provides meeting dates, agendas, meeting materials, and minutes. Refer to meeting agendas for details on how to participate.

UPDATE FROM THE CALIFORNIA DEPARTMENT OF HEALTH CARE ACCESS AND INFORMATION (HCAI)

MEDI-CAL BEHAVIORAL HEALTH SCHOLARSHIP PROGRAM

HCAI is offering the **Medi-Cal Behavioral Health Scholarship Program** as part of the Behavioral Health Community-Based Organized Networks of Equitable Care and Treatment (BH-CONNECT) Workforce Initiative. The state will provide up to \$180,000 in scholarship funding, with a four-year service obligation, to eligible individuals participating in educational programs to become non-prescribing licensed practitioners.

The application window opens on February 2, 2026, and closes on March 16, 2026.

THE CALIFORNIA HEALTH WORKFORCE EDUCATION AND TRAINING COUNCIL (COUNCIL)

The Council supports HCAI's efforts to strengthen and align statewide health workforce education and training strategies. The Council plays a key role in helping ensure California's health care system is prepared to meet the needs of its diverse communities.

HCAI will hold the next in-person Council meeting on March 4–5, 2026. This meeting is open to the public.

SUPPLY AND DEMAND MODELING FOR CALIFORNIA'S BEHAVIORAL HEALTH WORKFORCE

HCAI has released the **Supply and Demand Modeling for California's Behavioral Health Workforce**, a new, interactive data visualization that provides role- and geography-specific views of workforce supply and demand. It highlights current and projected gaps and identifies where shortages are most acute—enabling users to better understand workforce challenges in California and make data-informed decisions.

KEY FINDINGS

- In 2025, all 58 counties are projected to face a shortage across all behavioral health roles examined, with the most severe shortages in the Northern and Sierra, Inland Empire, and San Joaquin Valley CHIS regions.
- All regions and counties are projected to face a shortage of non-prescribing licensed clinicians in 2025, with 22 counties facing a severe shortage of -50% or more. Statewide, this represents a -40.6% shortage and an estimated need for 55,298 additional providers to meet forecasted demand.
- By 2033, it is projected that the overall statewide shortage of non-prescribing licensed clinicians will increase to just over -42%, resulting in a need for 171,413 total providers to meet future demand, nearly double the current statewide supply.
- In 2025, nearly all regions and counties are projected to face a shortage of associate level clinicians, with 17 counties facing a severe shortage of -50% or more. Statewide, this represents a -33.6% shortage and an estimated need for 13,175 additional providers to meet forecasted demand.
- By 2033, the statewide shortage of associate level clinicians is projected to decrease by half (-17.7%). However, 43 counties will still face a shortage of -5% or more, while 11 counties will face a surplus of 5% or more, indicating a potential maldistribution of providers.
- All regions and counties are projected to face a shortage of psychiatrists in 2025, with 39 counties facing a severe shortage of -50% or more. Statewide, this represents an estimated need for 3,782 additional providers to meet forecasted demand. By 2033, it is projected that need will double to more than 6,200 additional providers needed to meet forecasted demand.

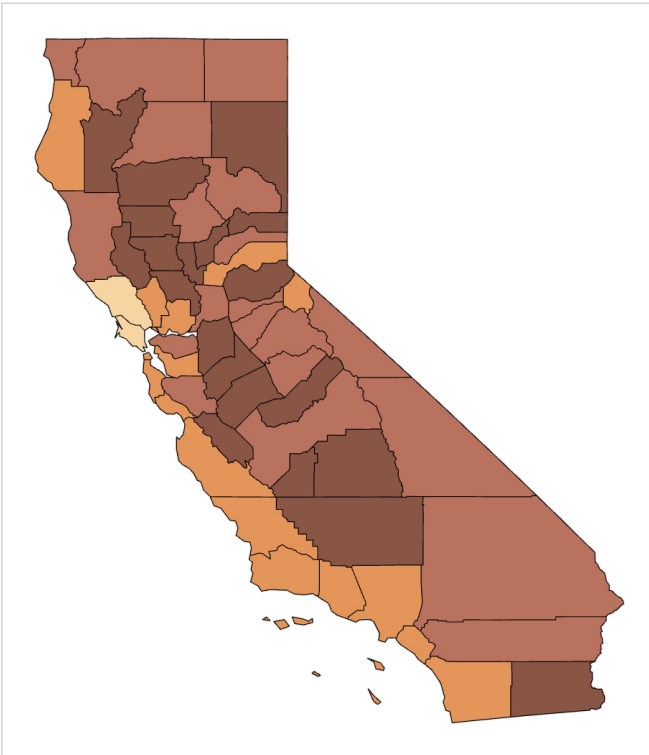
All results and analyses are publicly available through interactive dashboards, downloadable data files, and comprehensive methodology documentation. The data will be regularly updated to ensure continued accuracy and relevance. (Current data as of 2022, model projections 2023-2033.)

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Supply and Demand Modeling for California's Behavioral Health Workforce

County Data
Regional Data
Trends
Forecast Comparisons

Year: 2022 | Role/Group: (All) | Region Type: CHIS Region | Region: (All) | County: (All)



County	Est. Supply (FTE)	Est. Demand (FTE)	Supply-Demand Gap	Gap per 100k Pop	Gap %
Alameda	6,259.0	9,048.6	-2,789.6	-169.7	-30.8%
Alpine	2.0	3.1	-1.1	-89.0	-34.6%
Amador	70.0	135.5	-65.5	-163.8	-48.4%
Butte	585.0	1,011.5	-426.5	-206.8	-42.2%
Calaveras	87.0	149.2	-62.2	-138.2	-41.7%
Colusa	20.0	85.2	-65.2	-300.3	-76.5%
Contra Costa	3,042.0	4,886.7	-1,844.7	-160.4	-37.7%
Del Norte	53.0	95.1	-42.1	-156.1	-44.3%
El Dorado	413.0	1,047.1	-634.1	-335.0	-60.6%
Fresno	2,038.0	3,534.6	-1,496.6	-148.2	-42.3%
Glenn	38.0	113.2	-75.2	-261.2	-66.4%
Humboldt	479.0	675.1	-196.1	-146.2	-29.1%
Imperial	208.0	589.1	-381.1	-211.3	-64.7%
Inyo	36.0	61.2	-25.2	-133.1	-41.2%
Kern	1,205.0	2,641.4	-1,436.4	-158.2	-54.4%
Kings	193.0	560.4	-367.4	-242.2	-65.6%
Lake	82.0	275.5	-193.5	-286.2	-70.2%
Lassen	36.0	100.4	-64.4	-216.0	-64.1%
Los Angeles	30,151.0	45,564.1	-15,413.1	-156.3	-33.8%
Madera	196.0	524.7	-328.7	-209.3	-62.6%
Marin	1,722.0	2,117.1	-395.1	-154.7	-18.7%
Mariposa	30.0	56.2	-26.2	-154.0	-46.6%
Mendocino	247.0	493.7	-246.7	-273.4	-50.0%

- Low Shortage (-5% to -20%)
- Medium Shortage (-20% to -35%)
- High Shortage (-35% to -50%)
- Severe Shortage (-50% or more)
- No Shortage/Surplus (-5% to 5%)
- Low Surplus (5% to 20%)
- Medium Surplus (20% to 35%)
- High Surplus (35% to 50%)
- Severe Surplus (50% or more)

WHY IS MODELING THE SUPPLY AND DEMAND OF OUR BEHAVIORAL HEALTH WORKFORCE IMPORTANT?

Modeling tools provide a detailed, role- and geography-specific analysis of the current and future workforce, including both anticipated gaps and available supply. These models support data-driven decision-making across departments, agencies, and stakeholder groups by quantifying the scale of workforce challenges and proactively addressing future shortages and inequities. They also enable greater impact by creating a shared understanding of gaps, priorities, and opportunities. By highlighting the greatest gaps by role and region, the models guide more effective allocation of funding and programmatic efforts across entities. Additionally, modeling enables the tracking of progress toward state equity goals—such as improving racial and linguistic representation—and helps reduce disparities.

Subscribe to HCAI’s mailing list to receive announcements when new HCAI data becomes available.

BBS STAFF PROFILE



TIMOTHY NEVINS, OFFICE TECHNICIAN

Tell us a little bit about yourself and your career journey so far.

Prior to my journey at BBS, I worked a variety of customer service positions beginning with the State Fair at 14 years old. It was a hot and challenging experience, but it propelled me into a variety of customer service positions from ages 16 to 21. In August of 2023, I began working as the primary pickleball instructor at Del Norte Athletic Club, and I have continued coaching there whenever my schedule permits.

How did you become a part of BBS?

After graduating, I began to seek out different entry level state positions. Fortunately, an acquaintance informed me of an Office Technician opening within the Board of Behavioral Sciences, and I applied promptly. I received a formal offer in June of 2025 and began working there on July 7, 2025. I am very grateful for this wonderful opportunity to join the ranks in state service at BBS.

What is your position at BBS, and what does a day at the office look like for you?

I am an Office Technician in the administrative unit at BBS. My day includes processing the incoming mail for the Board, receiving Supervisor Self-Assessment forms, and maintaining the Board's Temporary Practice Allowance inbox. When able, I also digitize archived files and audit Temporary Practice Allowance applications.

What are the most interesting aspects of the work that you do for BBS?

Working with our licensees digitally or in person is the most interesting aspect of working at BBS. We serve a unique group of individuals who have dedicated years to accomplishing their goal of licensure. As a result, when assisting a licensee or registrant, you can feel the weight of their circumstances. This contrasts greatly with my previous customer service experience, which related to retail and athletic club management.

What is one thing that you wish more people knew about BBS?

I believe that more licensees and consumers ought to see the genuine care of our executive management. I have not encountered a workplace that promotes the well-being of its consumers and staff in such a tangible way. Their open-door policy is not just a phrase, they are genuinely available to discuss any challenges you are facing as well as to celebrate your accomplishments. Ultimately, we are very blessed at BBS to have kind and dedicated executive staff to lead as we serve our consumers.

Who or what inspires you?

My father is one of my greatest inspirations. After his passing in January of 2023, I began to see the impact of his life and ministry more clearly. Countless people who needed a listening ear and a friend turned to my father. He unconditionally loved so many dear yet lonely individuals at River City Grace because of Christ's love for him. It is my aspiration to demonstrate Christ's love to those in need regardless of their circumstances.

What is a fun fact about you that few people know?

Prior to pursuing my online degree in piano, I was accepted into Sacramento State University's music program for jazz drumming. A few of my favorite icons in this discipline were Jeff Hamilton, Joe Morello (the drummer for the standard "Take Five"), Ed Thigpen, and Larnell Lewis.

PART 3: WORDS THAT HEALED: HOW THERAPISTS HELP DISMANTLE SHAME

In our last two newsletters, we shared a social media post by Kaileen McMickle, LPC (Wisconsin), who specializes in working with women who carry shame. She asked, “Share something your therapist said or did that made their shame melt away” — and the thousands of responses were powerful.

Below is the next set of responses that we promised to publish, which we hope you will enjoy. As therapists, it's easy to underestimate the lasting impact of a single moment of attunement, validation, or gentle honesty. These comments are a reminder of how meaningful your work can be, and how small acts of empathy often become life-changing experiences for your clients. Some of these may not resonate at all, but we hope that there is a phrase or two that appeals to you. Watch our forthcoming newsletters for more!

1. Do you want to be right, or do you want to have peace in your life?
2. It's ok if forgiveness is not a part of your journey, some actions are so egregious that they can't be forgiven.
3. Your nervous system is like a dragon that wants to protect you, and you are its keeper.
4. Don't mistake the feeling of safety for someone being the one. Just because you're safe this time, doesn't mean he s the right person for you. You can want more than being safe.
5. Trauma is only a disorder once your symptoms have outlived their usefulness. They helped you survive, and for that, they deserve respect.
6. You ended up in an abusive relationship because your childhood conditioned you to be in exactly that.
7. Stop pressuring yourself to trust people again. It's their job to earn your trust.
8. I'm so proud of you—imagine with me what it would feel like for you also to be proud of you. Who is it that you're waiting for to give you permission to love yourself? It's you. You're waiting for you.
9. Are you crazy or having a reasonable reaction to life? How would you expect a reasonable person to act after all of those things happened?
10. We will call that abusive moving forward, even if your mouth is just now learning to say that word.

STAY INFORMED ABOUT WHAT'S HAPPENING WITH BBS!

Are you an applicant, registrant, licensee or consumer who would like increased access to BBS activities and updates? Join our email subscribers list! You can also follow the Board on Facebook and X. Scan a QR code, click on a graphic, or go to www.bbs.ca.gov to connect!



**EMAIL
SUBSCRIBERS
LIST**



A photograph of a person with long hair, seen from behind, walking through a field of tall grass and wildflowers. The sun is low on the horizon, creating a warm, golden glow and long shadows. The person is wearing a dark t-shirt and dark shorts with a white stripe.

STRATEGIES FOR AVOIDING CLINICIAN IMPAIRMENT THROUGH SELF-CARE

It is important for mental health professionals to take care of their own well-being. In fact, as you likely learned in school, it is an ethical responsibility. But sometimes, this is easy to forget. As a helping professional, your focus is often on your clients, and you may not take the time to think about your own health. Personal issues, stress, burnout, and secondary traumatic stress happen to everyone. Regularly listening to clients who are struggling can easily trigger your own stress-response system, raising your cortisol levels and causing inflammation, tension headaches, and agitation.

In some cases, these issues can lead to clinician impairment—meaning a deterioration in the quality of services provided to your clients. The ethics codes for the four professions regulated by the Board all speak to clinician impairment, as well as the responsibility to take steps to address it.

It can be difficult for mental health professionals to acknowledge their own struggles due to stigma or fear of failure. The thought of reaching out can seem daunting or even feel embarrassing. But when a problem is not addressed, the consequences can be major. Over time, clinicians may lose objectivity with their clients. They might begin to cross professional boundaries. Their interest in clients can wane, and they may feel irritated or cynical toward them. Some may turn to maladaptive coping strategies, including substance use. This raises an important question: What can the helpers do to take care of themselves?

Focus on prevention. Think about how you would advise your own clients. Here are some ideas:

- Make it a priority to take care of yourself physically and emotionally.
- Don't try to be perfect, have it all, or do it all.
- Strive for balance, even if it's not fully possible.
- Stay connected. Get involved with the local chapter of your professional association, attend networking events, and consider joining a supervision group. This will give you a built-in support system when you need it.
- Remember the mind-body link. Take care of your body by going for walks between sessions, stretching regularly, maintaining a consistent sleep schedule, and creating an exercise routine that works for you.
- Practice mindfulness. Mindfulness work is one of the most effective self-care strategies, helping to cultivate inner peace. It lowers blood pressure, reduces anxiety, increases the quality of sleep, improves mood, and much more. And it's free! Search YouTube for "mindfulness exercises" or "meditations."

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If you're feeling stressed or burned out, here are some steps you can take:

- Accept that you're human, in need of assistance, and a work-in-progress (as we all are).
- Watch out for warning signs, such as violating boundaries (including personal boundaries), self-medicating, wishing patients would not show up, finding it difficult to focus, boredom, and fatigue, and seek help when it is needed.
- Make an appointment with a psychotherapist.
- Make use of colleague assistance programs or peer consultation groups to discuss issues that are leading to stress or burnout and learn how others have successfully addressed them.
- Seek supervision or consultation.

**Excerpts from "Psychological Wellness and Self-Care as an Ethical Imperative" by Jeffrey E. Barnett, Psy.D., ABPP.*

SELF-CARE RESOURCES

California Association of Marriage and Family Therapists: Local chapters and networking events. www.camft.org

National Association of Social Workers: Some regional groups offer peer support groups, and the membership committee is putting together a monthly virtual support group. For more information, contact membership@naswca.org

American Association for Marital and Family Therapy: Peer-to-peer community forums and directory of AAMFT-approved supervisors: www.aamft.org

American Counseling Association: www.counseling.org

National Academy of Medicine: Action Collaborative on Clinician Well-Being and Resilience: <https://nam.edu/initiatives/clinician-resilience-and-well-being/>



ONLINE IS EASIER AND FASTER!

A Variety of Online Services Available Via BreEZe

For faster service, manage your registration and license online! BreEZe provides services for applicants, registrants, and licensees that can save you weeks of processing time compared to paper applications. BreEZe allows payment via major credit card through a secure environment. Services available include the ability to:

- Subscribe to license notifications
- Apply for an associate registration (coming soon!)
- Request a name change
- Submit an address change (takes effect instantly)
- Add or change an email address
- Verify a license and obtain proof of renewal status
- Obtain a certification of licensure
- Renew a license or registration instantly (up to 90 days in advance)
- Submit an application to change from “inactive” to “active” status
- Request a replacement registration or license (allow two weeks for delivery)
- Apply for initial Law and Ethics Exam
- Apply for initial license issuance

Consumer complaints can also be filed on BreEZe.

Visit www.BreEZe.ca.gov.

HELPFUL TIPS AND TUTORIAL VIDEOS

If you are new to the Board’s online services or just need some assistance, helpful tips are available online:

BreEZe Helpful Hints BreEZe Help Tutorial Videos

Video topics include:

- How to register for BreEZe
- What to do if you forgot your password or user ID
- How to submit a renewal
- How to update your information
- How to make a payment
- How to search for a license
- How to subscribe to license notifications

If you need additional assistance using BreEZe, technical support can be reached at (855) 227-9633.

CALIFORNIA DEPARTMENT OF CONSUMER AFFAIRS



ENFORCEMENT ACTIONS

Citation and Fine—An administrative action used for minor violations. Citations and fines are public information but are not considered disciplinary action.

CITATION ENFORCEMENT ACTIONS—UNLICENSED PRACTICE August 1, 2025 – December 31, 2025		
Name	License Number	Fine Amount
Ryan K. Thompson	UNLICENSED	\$5,000



FORMAL DISCIPLINARY ACTIONS AUGUST 1, 2025 – DECEMBER 31, 2025

Select the individual's name for a link to more information.

Costromas B. Abercrombie

ASW 101075
Gardena
FAILED TO COMPLY WITH PROBATION TERMS/CONDITIONS
Action: Registration surrendered.
Effective: December 4, 2025

Sandra Diane Aragon

AMFT 125491
Fontana
CRIMINAL CHARGES/ CONVICTIONS
Action: Registration revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.
Effective: December 4, 2025

Eric R. Bergemann

LMFT 46291
Los Angeles
DISCIPLINE BY ANOTHER STATE/AGENCY
Action: License revoked, revocation stayed, and placed on probation for a period of two (2) years with terms and conditions.
Effective: September 25, 2025

Janine Yvette Betts

LMFT 160079
Los Angeles
FRAUD
Action: License revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.
Effective: December 4, 2025

Ashley Marie Booker

ASW 106240
Irvine
MENTAL/PHYSICAL IMPAIRMENT
Action: Registration revoked.
Effective: September 25, 2025

Lutchmia Lizonia Branner

ASW 104908
Oakland
CRIMINAL CHARGES/ CONVICTIONS
Action: Registration revoked, revocation stayed, and placed on probation for a period of five (5) years with terms and conditions.
Effective: October 16, 2025

Jazmin Carrillo

ASW 135829
Imperial
CRIMINAL CHARGES/ CONVICTIONS
Action: Registration revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.
Effective: December 4, 2025

Alexandra Castaneda

AMFT 138017
Newhall
CRIMINAL CHARGES/ CONVICTIONS
Action: Registration revoked, revocation stayed, and placed on probation for a period of five (5) years with terms and conditions.
Effective: December 4, 2025

Veronica Martha Cervantes

AMFT 127632
Ventura
SEXUAL MISCONDUCT
Action: Registration revoked.
Effective: September 25, 2025

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FORMAL DISCIPLINARY ACTIONS AUGUST 1, 2025 – DECEMBER 31, 2025

Parker William Chamberlin

ASW 135830

Fresno

**CRIMINAL CHARGES/
CONVICTIONS**

Action: Registration revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions. Effective: December 4, 2025

Elva Cortez

LCSW 80192

Plumas Lake

**CRIMINAL CHARGES/
CONVICTIONS**

Action: License revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions. Effective: September 25, 2025

Christopher Lee Cramer

ASW 135831

San Juan Capistrano

**CRIMINAL CHARGES/
CONVICTIONS**

Action: Registration revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions. Effective: December 4, 2025

Robert Lawrence Howard

LMFT 5994

Lancaster

**DISCIPLINE BY ANOTHER
STATE/AGENCY**

Action: License surrendered. Effective: September 25, 2025

Rocio Limon Graciano

LCSW 20871

Hacienda Heights

**FAILED TO COMPLY WITH
PROBATION TERMS/CONDITIONS**

Action: License revoked. Effective: December 4, 2025

Sonia C. Lucana

LCSW 27764

San Mateo

**CRIMINAL CHARGES/
CONVICTIONS**

Action: License revoked, revocation stayed, and placed on probation for a period of five (5) years with terms and conditions. Effective: September 25, 2025

Madai Magana

ASW 112548

Fullerton

**CRIMINAL CHARGES/
CONVICTIONS**

Action: Registration revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions. Effective: December 4, 2025

Martha Elizabeth Morales Casco

ASW 99000

Jonesboro, AR

**CRIMINAL CHARGES/
CONVICTIONS**

Action: Registration revoked. Effective: September 25, 2025

Desiree Anne Moreno

LMFT 116320

Paramount

**FAILED TO COMPLY WITH
PROBATION TERMS/CONDITIONS**

Action: Probation extended by one (1) year, with additional terms and conditions. Effective: September 25, 2025

Jacob Joshua Munzaa

ASW 135833

Winchester

FRAUD

Action: Registration revoked, revocation stayed, and placed on probation for a period of five (5) years with terms and conditions. Effective: December 4, 2025

Kimberly B. Nielsen

LMFT 40634

San Jose

UNPROFESSIONAL CONDUCT

Action: License surrendered. Effective: December 4, 2025

Veronica Luis O'Brien

AMFT 148865

San Jose

**CRIMINAL CHARGES/
CONVICTIONS**

Action: Registration revoked. Effective: September 25, 2025

Marlen Pomposo

ASW 96255

Hawthorne

**CRIMINAL CHARGES/
CONVICTIONS**

Action: Registration surrendered. Effective: December 4, 2025

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FORMAL DISCIPLINARY ACTIONS AUGUST 1, 2025 – DECEMBER 31, 2025

Joan Alexandra Porter

LMFT 46392
Cody, WY
**CRIMINAL CHARGES/
CONVICTIONS**
Action: License revoked.
Effective: September 25, 2025

James Walter Pritchett, Jr.

LMFT 138557
Mill Valley
**CRIMINAL CHARGES/
CONVICTIONS**
Action: License surrendered.
Effective: September 25, 2025

Daniel Osvaldo Rodriguez

ASW 119755
Compton
**FAILED TO COMPLY WITH
PROBATION TERMS/CONDITIONS**
Action: Registration revoked.
Effective: September 25, 2025

Noel Katherine Karcie Scalla

LMFT 132683
Sebastopol
**FAILED TO COMPLY WITH
PROBATION TERMS/CONDITIONS**
Action: Probation extended by one (1) year with additional terms and conditions.
Effective: December 4, 2025

Ahmad Shahrokh

AMFT 160104
Santa Ana
**CRIMINAL CHARGES/
CONVICTIONS**
Action: Registration revoked, revocation stayed, and placed on probation for a period of five (5) years with terms and conditions.
Effective: December 4, 2025

Alexandra Shamma

AMFT 146194
San Diego
**FAILED TO COMPLY WITH
PROBATION TERMS/CONDITIONS**
Action: Registration revoked.
Effective: December 4, 2025

Anshu Sharma Prunet

LMFT 104675
Berkeley
**FAILED TO COMPLY WITH
PROBATION TERMS/CONDITIONS**
Action: Probation extended by eighteen (18) months.
Effective: December 4, 2025

Amarri Rashaah Simms

LMFT 98260
San Diego
**CRIMINAL CHARGES/
CONVICTIONS**
Action: License revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.
Effective: September 25, 2025

Michael Von Simpson

ASW 134122
San Diego
**CRIMINAL CHARGES/
CONVICTIONS**
Action: Registration revoked, revocation stayed, and placed on probation for a period of five (5) years with terms and conditions.
Effective: September 25, 2025

Kathleen Kay Toland

LMFT 46336
Roseville
UNPROFESSIONAL CONDUCT
Action: License surrendered.
Effective: September 25, 2025

Duc Trung Huynh Tong

ASW 135832
San Jose
**CRIMINAL CHARGES/
CONVICTIONS**
Action: Registration revoked, revocation stayed, and placed on probation for a period of five (5) years with terms and conditions.
Effective: December 4, 2025

Stephanie Vazquez Orozco

ASW 125184
Los Angeles
**FAILED TO COMPLY WITH
PROBATION TERMS/CONDITIONS**
Action: Probation extended by two (2) years.
Effective: September 25, 2025

Judith L. Weston-Thompson

LMFT 23268
San Rafael
**CRIMINAL CHARGES/
CONVICTIONS**
Action: License surrendered.
Effective: September 25, 2025



Board of Behavioral Sciences

CALIFORNIA
BOARD OF BEHAVIORAL SCIENCES

1625 North Market Blvd., Suite S-200
Sacramento, CA 95834
(916) 574-7830



UPCOMING MEETING DATES

Board Meetings

February 19-20

May 7-8

August 13-14

November 19-20

Outreach and Education Committee

April 16

June 23

September 8

Policy and Advocacy Committee

April 17

June 16

September 17

Workforce Development Committee

April 17

June 16

September 17

EVENTS TO REMEMBER

FEBRUARY 2-6

National School Counseling Week

MARCH 16-20

National LGBTQ Health Awareness Week

MARCH

National Social Worker Month

MAY

Mental Health Awareness Month

Please visit the [Board and Committee Meetings webpage](#) or sign up for the [email subscribers list](#) for updates.

CALIFORNIA
BOARD OF BEHAVIORAL SCIENCES

WINTER 2026 NEWSLETTER | WWW.BBS.CA.GOV

IMPORTANT ANSWERS TO
FREQUENTLY ASKED QUESTIONS FOR
SUPERVISORS



The information provided in this publication is supplemental and is intended to serve as a quick answer guide for common questions for licensees supervising (or are preparing to supervise) an Associate Clinical Social Worker (ASW), Associate Marriage and Family Therapist (AMFT), MFT Trainee, or Associate Professional Clinical Counselor (APCC).

The Board's [Statutes and Regulations](#) contain the official legal code sections (listed on the last page of this document).

Question not answered here? See the Board's [Supervisor Resource](#) page for additional information.

Stay connected and informed about critical updates, resources, and important information on all things related to supervision by signing up for the Board's [email subscriber's list for supervisors](#).

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SUPERVISOR QUALIFICATIONS AND SELF-ASSESSMENT REPORT

1. Does the Board offer a supervisor designation or license?

The Board does not issue a “supervisor” license, and once you meet all [minimum requirements for supervisors](#) you can begin supervising. However, supervisors are required to submit a one-time [Supervisor Self-Assessment Report](#) to the Board within 60 days of commencing supervision for the first time in California. Completion of this report helps to ensure that a supervisor meets all qualifications required by law to supervise.

The *Supervisor Self-Assessment Report* can be submitted through your [Breeze](#) account.

2. How do I know if I am qualified to be a supervisor?

Please review the [Summary of Supervisor Qualifications](#) to determine whether you meet the qualifications.

3. I have been licensed out of state for at least two years but only recently licensed in California. Do I meet the minimum two-year licensure requirement?

Yes.

4. I am not sure that I meet the requirement for practicing psychotherapy during at least two years out of the last five years. How can I make this determination?

The practice of “psychotherapy” means the provision of direct clinical counseling. The law does not specify how many hours of psychotherapy that you must have provided. However, be aware that as a supervisor, the following are required:

- You are required to be competent in the areas of clinical practice and techniques being supervised;
- You must evaluate assessment, diagnosis, and treatment decisions of the supervisee and provide regular feedback, and
- You are responsible for the control and quality of mental health and related services provided by the supervisee.

You must have enough experience providing psychotherapy in order to adequately meet these responsibilities, as well as all supervisor responsibilities as listed in the [Supervision Agreement](#).

If you are still unsure whether you meet this requirement it is recommended that you contact your professional association for advice.

5. What training am I required to take to become a supervisor? Are there ongoing training requirements? Where can I take these courses?

Please refer to the [Summary of Supervisor Qualifications](#) for information about required initial supervisor training and ongoing continuing professional development (CPD) requirements, as well as acceptable course providers.

6. When can I begin supervising?

If you meet the [minimum requirements for supervisors](#), you can begin supervising right away. However, to remain qualified, you are required to submit a *Supervisor Self-Assessment Report* to the Board within 60 days of commencing supervision. This is a one-time requirement, it is not required again after the initial submission.

7. I submitted my *Supervisor Self-Assessment Report*. Will I be receiving a certificate in the mail?

No, you will not be issued a certificate as this process is a self-assessment rather than an actual certification. However, if you **mailed** your report, you will receive an automated email back confirming it was received. If you submit **online** via the Breeze system, you may keep a copy of the “application summary” available in Breeze. If you **mailed** in your report you will not receive a confirmation. In this case you may wish to send in your form using a service that provides tracking.

8. What happens if I don't submit the *Supervisor Self-Assessment Report* within 60 days of commencing supervision? Will my supervisee be penalized?

The supervisor may be subject to disciplinary action if all supervision requirements specified in law have not been met. If you have missed the deadline, be sure to submit the *Supervisor Self-Assessment Report* as soon as possible. Your supervisee will **not** be penalized.

9. How do I demonstrate confirmation of submission of my *Supervisor Self-Assessment Report* to a new supervisee or employer?

The options listed in question 7 provide options for confirmation of submission.

10. Do I need to submit the *Supervisor Self-Assessment Report* for each supervisee?

No, as the self-assessment is a one-time requirement. However, you will need to complete and sign a [*Supervision Agreement*](#) with each supervisee.

11. Who can I contact with questions about my *Supervisor Self-Assessment Report*?

For questions regarding the *Supervisor Self-Assessment Report*, please email BBS.SupSelfAssess@dca.ca.gov.

SUPERVISION QUESTIONS

12. What is the maximum number of supervisees that a supervisor is allowed? What types of supervisees count toward this limit?

It depends on the setting, as described below.

Supervisors in Nonexempt Settings*:

Cannot serve as individual or triadic supervisors for more than a total of six persons at any one time who are:

- 1) Receiving supervision for providing clinical mental health services in a nonexempt setting; and
- 2) Not fully licensed at the highest level for independent clinical practice.

This includes, but is not limited to: ASWs, APCCs, AMFTs, MFT Trainees, social work interns, professional clinical counselor trainees, pre-licensees of the Board of Psychology, and applicants working under the Board's 90-day rule.

(Note: Please remember that trainees, social work interns, and applicants under the 90-day rule may not work in a private practice or a professional corporation but are permitted to work in other types of nonexempt settings.)

This limit of six supervisees per supervisor applies across all nonexempt settings in which the supervisor is working, if they work for multiple employers. If a supervisor works in multiple settings, comprising both exempt and nonexempt settings, only the supervisees in the nonexempt settings contribute to the maximum allowable total of six. Group supervisees do not count toward this limit.

Supervisors in Exempt Settings:**

There is no limit on the number of supervisees allowed in an exempt setting. However, it is important to remember that a supervisor must meet their responsibility for, and control of, the quality of services being provided, as well as all other responsibilities specified in law.

***A nonexempt setting** is any setting that does not qualify as an exempt setting, and includes private practices, professional corporations, and any other types of entities that don't meet the definition of an exempt setting.

****An exempt setting** is defined in law as a governmental entity, a school, a college, a university, or an institution that is both nonprofit and charitable.

13. How many supervisees can participate in a session of group supervision?

Group supervision sessions shall include no more than eight (8) persons receiving supervision for providing clinical mental health services, even if there are two or more supervisors present. Group supervisors must ensure that the amount and degree of supervision is appropriate for each supervisee.

14. What is triadic supervision?

Triadic supervision is defined as supervision consisting of one supervisor and two supervisees. It is counted under the law as equivalent to individual supervision.

15. Who counts as a supervisee for purposes of triadic or group supervision?

Anyone receiving supervision for providing clinical mental health services counts toward the maximum of eight in group supervision or the maximum of two in triadic supervision.

Examples include, but are not limited to: ASWs, APCCs, AMFTs, MFT Trainees, social work interns, professional clinical counselor trainees, LMFTs, LPCCs, LCSWs, licensees or pre-licensees of the Board of Psychology, applicants working under the Board's 90-day rule, or individuals providing clinical mental health services without a license or registration in an exempt setting.

16. Can group supervision be broken into one-hour increments?

Group supervision can be broken into one-hour sessions, as long as both increments (full two hours) are provided in the same week as the experience being claimed.

17. Can individual or triadic supervision be broken into half-hour increments?

No, the law does not allow for individual or triadic supervision to be conducted for less than one-hour periods.

18. Do I need to be at the same site as my supervisee?

Whether a supervisor is required to be on site depends on the situation. Supervisors must consider their responsibilities as defined in law, which includes taking responsibility for, and control of, the quality of services being provided. Among other responsibilities, supervisors are required to do all of the following, whether they are on site or off site:

- Ensure that the extent, kind and quality of counseling performed by the supervisee is consistent with the education, training and experience of the person being supervised.
- Monitor and evaluate the supervisee's assessment, diagnosis and treatment decisions and providing regular feedback.
- Monitor and evaluate the ability of the supervisee to provide services at the site(s) where he or she will be practicing and to the particular clientele being served.
- Monitoring and addressing clinical dynamics, including, but not limited to, countertransference-, intrapsychic-, interpersonal-, or trauma-related issues that may affect the supervisory or the practitioner-patient relationship.
- Ensure compliance with all laws governing the practice of LPCC, LCSW or LMFT therapy.
- Reviewing the supervisee's progress notes, process notes, and other patient treatment records, as deemed appropriate by the supervisor.
- With the client's written consent, providing direct observation or review of audio or video recordings of the supervisee's counseling or therapy, as deemed appropriate by the supervisor.

19. Do I need to be employed by my supervisee's employer?

If the registered Associate will be working in a private practice or professional corporation, the supervisor must:

- Be employed by or contracted by the Associate's employer or be an owner of the practice, and
- Either provide psychotherapeutic services to clients for the Associate's employer or have a written contract with the Associate's employer that provides the supervisor with the same access to the Associate's clinical records as is provided to employees of the Associate's employer.

In any work setting, the following are required:

- If the supervisor is not employed by the supervisee's employer or is a volunteer, a **written oversight agreement** that addresses the supervisor's and employer's responsibilities must be signed by the supervisor and the employer prior to commencement of supervision. Please see the Board's [website](#) for a sample written oversight agreement.

- Supervisees may only perform services at the places where their employers permit business to be conducted, which may include performing services at other locations, so long as the services are performed in compliance with the laws pertaining to supervision.

20. What is considered a private practice or professional corporation?

“Private practice” means a type of nonexempt setting that meets the following criteria:

- The practice is owned by a licensed health professional either independently or jointly with one or more other licensed health professionals;
- The practice provides clinical mental health services, including psychotherapy, to clients; and,
- One or more licensed health professionals are responsible for the practice and for the services provided and set conditions of client payment or reimbursement for the provision of services.

“Professional corporation” means a type of nonexempt setting and private practice that has been formed pursuant to Part 4 (commencing with [Section 13400](#)) of Division 3 of Title 1 of the California Corporations Code.

21. Can I supervise via videoconferencing or over the telephone?

You may provide supervision via live two-way videoconferencing if you determine that it is appropriate to do so. You must document this determination in your records. The supervisor is responsible for ensuring that client confidentiality is preserved. For more information, please refer to the Board’s publication [Planning to Supervise via Videoconferencing?](#)

Supervision provided over the telephone will not count toward licensure because the law requires supervision to have a face-to-face component.

22. If the supervisee is located out-of-state or in another country, can they see clients in California via telehealth?

A California Associate whose registration number is current and active, or an MFT Trainee, can practice with clients located in California while the supervisee is out-of-state or in another country if the supervisor permits it.

For more information, visit the [Telehealth](#) section on the Board’s website.

23. What happens if I am temporarily unavailable to provide supervision?

Alternative supervision must be arranged. The substitute supervisor must meet all of the Board's required supervisor qualifications. In addition:

- The substitute supervisor must sign the supervisee's weekly log.
- The supervisee and the substitute supervisor must sign a *Supervision Agreement*.
- The substitute supervisor and their employer must sign a written oversight agreement if one is required.

If the substitute will be supervising the supervisee for MORE than 30 consecutive calendar days:

- A new supervisory plan is also required, and
- The substitute supervisor must sign an *Experience Verification* form for hours earned under their supervision.

If the substitute will be supervising the supervisee for 30 consecutive calendar days or LESS:

- A new supervisory plan is not required.
- The regular supervisor may sign an *Experience Verification* form that includes the experience gained under the substitute.

SUPERVISING POST-DEGREE EXPERIENCE/ASSOCIATES

24. What does a supervisee need to do in order to count post-degree experience hours immediately after their degree award date (under the “90-day rule”)?

The “90-day rule” allows applicants to count supervised experience gained between their degree award date and the date their associate registration is issued—but **only if** the Board receives the associate application within 90 days of the degree award date AND the applicant retains a copy of their **employer**-required *Request for Live Scan Service* fingerprinting form.

Post degree hours may only be counted as of the date recorded at the bottom of the *Request for Live Scan Service* form completed for the employer. Please see the [90-Day Rule FAQ](#) for more information.

Please make sure your Associate keeps a copy of their *Request for Live Scan Service* form from their employer(s). This is **not** the same Live Scan form that Associates complete for the BBS. Without this form they will not be able to count any hours gained under the 90-day rule.

25. If a student was placed at a practicum or field study site and had a Live Scan prior to graduation, would they need another Live Scan if they are going to continue at that site after they graduate, or would the original livescan suffice?

The original, signed Live Scan form would suffice in that situation.

26. How much supervision am I required to provide an Associate per week?

At least one (1) unit of supervision is required during any week in which experience is gained in each work setting (“*One unit*” of supervision = *one (1) hour of individual or triadic supervision OR two (2) hours of group supervision*).

If an Associate provides more than 10 hours of direct clinical counseling (recorded in Box A of the *Experience Verification* form) in a single week in a work setting, the Associate must receive one (1) additional unit of supervision for that setting during that week. The law does not require more than two (2) units of supervision in a week in a work setting, even if more than 20 hours of direct clinical counseling is provided.

It is important to note that these are just the **minimums** specified in law, and to consider that the supervisor has the responsibility for, and control of, the quality of mental health and related services provided by the supervisee and must ensure the supervisee’s compliance with the laws and regulations governing practice.

27. Who determines how a supervisee's experience hours are categorized?

The Board is unable to advise regarding which hours can be counted toward a particular category or how they should be applied. Hours are categorized at the discretion of the supervisor, as they are the expert in their field and are overseeing the hours that are being earned. All hours must be earned within the scope of practice of the type of license the supervisee is applying for. If you need further clarification, it is recommended to contact a professional association or legal counsel.

28. Once an Associate submits their application for licensure and their hours are approved do I still need to provide supervision?

Once the required number of experience hours are gained, Associates must receive a minimum of one hour of direct supervisor contact per week for each practice setting in which direct clinical counseling is performed. Further supervision for nonclinical practice shall be at the supervisor's discretion.

However, the Board strongly encourages all individuals to maintain a current Associate registration and to continue receiving the same amount of supervision as is required to count experience toward licensure (including maintaining a weekly log, etc.) until licensed.

This serves as a safeguard in the event that some of the experience hours the Associate submits are unable to be accepted by the Board. Even if their hours are accepted and they are approved to take the exam, applicants can still lose hours if they don't take the clinical exam within the designated time frame and their hours are more than six years old.

SUPERVISING MFT TRAINEES (PRE-DEGREE HOURS)

29. What is required for MFT Trainees to be allowed to counsel clients? What are the Practicum requirements?

California law requires the activities and services provided by MFT Trainees in their work setting to constitute part of the Trainee's supervised course of study. To meet this requirement, the law specifies that MFT Trainees must be enrolled in a practicum course in order to counsel clients, with one exception if certain requirements are met. Please see the Board's publication regarding [practicum course requirements](#) for details.

30. What type of hours can an MFT Trainee earn?

An MFT Trainee is permitted to earn a maximum of 1,300 hours of overall experience prior to the degree being awarded. Up to 750 hours of counseling (including diagnosing and treating couples, families, and children, and individual or group psychotherapy) and supervision are permitted within the 1,300-hour maximum. The remaining 550 hours may only consist of non-clinical experience.

31. What are the allowable settings for MFT Trainees?

MFT Trainees are prohibited from working in a private practice or professional corporation setting until they have been issued an Associate registration. Trainee work settings must comply with all of the following:

- The school in which the Trainee is enrolled must approve the site and have a written agreement with the site that details each party's responsibilities.
- The setting must lawfully and regularly provide mental health counseling or psychotherapy.
- The setting must provide oversight to ensure that the Trainee's work at the setting meets the experience and supervision requirements and is within the scope of practice for the profession.

32. How much supervision am I required to provide a MFT Trainee?

At least one (1) unit of supervision is required during any week in which experience is gained in each work setting (*"One unit" of supervision = one (1) hour of individual or triadic supervision OR two (2) hours of group supervision*).

For every five (5) hours of direct clinical counseling provided in a single week in a work setting, Trainees must receive one (1) additional unit of supervision. Trainees are permitted to average these additional units of supervision over the entire period of time a Trainee works in a particular setting. This means the additional supervision is not required to be provided during that same week.

NOTE: Only the **additional** supervision to meet the 1:5 ratio may be averaged over time. The one (1) unit of supervision that is required during any week must occur within the same week as the experience gained.

It is important to note that these are just the **minimums** specified in law. It is important to keep in mind that the supervisor has the responsibility for, and control of, the quality of mental health and related services provided by the supervisee and is required to ensure the Trainee's compliance with the laws and regulations governing practice.

33. Where can I find more information about supervising MFT Trainees?

Please refer to the [*Frequently Asked Questions for Associate Marriage and Family Therapists and MFT Trainees.*](#)

FORMS AND OTHER REQUIRED DOCUMENTATION

34. How long am I required to maintain supervision-related documentation? Can supervisors be audited or disciplined by the Board?

Supervisors are required to maintain documentation that shows they met the supervisor qualifications for at least seven years after they stop supervising. The Board is permitted to audit supervisors to ensure they meet all required supervisor qualifications. Supervisors are required to provide this documentation to the Board if they are audited.

All licensees acting as supervisors need to ensure they have a thorough understanding of the Board's laws related to supervision. Failure to comply is considered unprofessional conduct and may subject the supervisor to disciplinary action.

35. How do I document hours if the supervisee has more than one supervisor in the same work setting?

A supervisor is not permitted to sign for supervision hours provided by another supervisor. When a supervisee has more than one supervisor in the same employment setting (typically an individual or triadic supervisor in addition to a group supervisor), the Board recommends that all experience hours be recorded under their individual or triadic supervisor, with one exception.

Any actual **supervision** hours that they received under the group supervisor must be recorded and signed for by the group supervisor on separate weekly logs and a separate *Experience Verification* form. However, all **work experience** hours in that setting may be recorded and signed for by either supervisor.

Recording the experience in this manner will lessen the probability that the Board will need to request additional information when reviewing the supervisee's application for licensure.

Example: An Associate completed 40 hours of work experience in a week. The individual supervisor provided one hour of individual supervision and the group supervisor provided two hours of group. The individual supervisor will sign for the one hour of supervision they provided, and the group supervisor will sign off on the two hours of group supervision they provided (*Weekly Log* and section B of the *Experience Verification* form). Either supervisor can sign off on the 40 hours of work experience.

36. If I make a mistake on the *Experience Verification* form, can I use white out?

If a mistake is made on the form, you may cross out the item and initial and date the amendments or complete a new form. Do not use white-out on the form as this will cause the form to be rejected.

37. What types of signatures does the Board accept?

Signed documents may be original, scanned, or have an electronic signature.

38. What if I do not feel comfortable signing off on hours for a supervisee?

It is important to be aware that the Board may take disciplinary action on a licensee who helps an applicant obtain a license by fraud, deceit or misrepresentation. While supervisors have a duty under the Board's regulations to sign for experience hours, they supervised that were earned in good faith, supervisors have no obligation to sign for hours they believe are incorrect or suspect.

In such a case, the supervisor may require the supervisee to make corrections to their recorded hours as they deem necessary. The law requires the supervisor to provide the supervisee with written notice, provided to the supervisee at least one week in advance, of their intent not to sign for any further hours. Keep a record of all such requests made to the supervisee in the event they file a complaint so that documentation can be provided to the Board if needed.

39. What forms do I need to fill out for my supervisee?

It is critical that the below forms are signed as required, as applicants can lose their hard-earned experience hours if they are not.

Weekly Log: Supervisees log hours on this form on a weekly basis and ensure that their supervisor signs it weekly. It is critical that the hours are signed for weekly to ensure that hours are not lost due to unforeseen circumstances where the supervisor is not available at a later date to sign.

Supervisees are NOT permitted to sign the weekly logs for the supervisor. The supervisee will retain the original logs once signed. Do not have the supervisee submit weekly logs to the Board except upon request.

Experience Verification: The purpose of this form is to provide verification of the supervisee's hours when applying for licensure. Make sure that the form is completed and signed upon the termination of their supervised experience under your supervision.

The form indicates the total hours completed in each category under your supervision, your license information, and information about the employer. You will sign the form, and the supervisee will provide the originals for submission with their *Application for Licensure*.

For Supervisory Relationships that Commence ON OR AFTER January 1, 2022:

Supervision Agreement: You and your supervisee must sign this form, which includes a collaboratively developed Supervisory Plan, within 60 days of commencing supervision (if you are providing supervision for less than 60 days it must be signed prior to termination). Have the supervisee retain this agreement for future submission with their *Application for Licensure*.

For Supervisory Relationships that Commenced BEFORE January 1, 2022:

Responsibility Statement for Supervisors: You must have signed this form prior to commencing supervision and provide the supervisee with the original. The supervisee will retain this for future submission with their *Application for Licensure*. Submission of forms as directed in the instructions contained within the *Application for Licensure* will lessen the possibility that the licensing evaluator will need to request additional information from the supervisee, thus delaying the approval of their application.

Also, see question 19 for information about written oversight agreements, which is required when the supervisor is not employed by the supervisee's employer.

40. What happens if the *Supervision Agreement* has not been signed within 60 days prior to the commencement of supervision?

The *Supervision Agreement* would need to be signed immediately and provided to the supervisee. When the supervisee applies for licensure, a letter of explanation may be required. In addition, the supervisor may be subject to disciplinary action.

41. What should I do if a supervisee terminates with a supervisor within 60 days of commencing supervision and the *Supervision Agreement* has not been signed?

The *Supervision Agreement* would need to be signed immediately and provided to the supervisee. If a Supervisory Plan has not yet been developed at that time, the supervisor may note in that section that supervision was terminated prior to 60 days, and that a Supervisory Plan had not yet been finalized.

SUPERVISION LAWS AND RESOURCES

42. What responsibilities do I have as a supervisor in terms of legal requirements?

As a supervisor you are responsible for understanding and complying with the [laws and regulations](#) governing supervision, as well as the experience requirements for licensure. Please review the pertinent supervision laws below, which are applicable based on the type of supervisee. For example, if you are supervising an ASW, refer to the LCSW sections (even if you hold a different license type as the supervisor). You may also want to refer to the FAQs for Associates (links also provided below).

Laws Governing Supervision and Experience Requirements For Licensure

Relevant Code Sections:

Business and Professions Code = BPC

Title 16, California Code of Regulations = 16 CCR

LMFT: BPC sections: 4980.42, 4980.43- 4980.43.5; 16 CCR sections: 1833-1833.2, 1834

LPCC: BPC sections: 4996.46-4999.46.5; 16 CCR sections: 1820, 1821-1821.3

LCSW: BPC sections: 4996.18,4996.20,4996.21, 4996.23-4996.23.3; 16 CCR sections: 1869, 1869.3, 1870-1870.5, 1871

Statutes and Regulations Handbook:

<https://www.bbs.ca.gov/pdf/publications/lawsregs.pdf>

FAQs for Associates and MFT Trainees:

[FAQs for Associate Clinical Social Workers](#)

[FAQs for Associate Professional Clinical Counselors](#)

[FAQs for Marriage and Family Therapist Trainees and Associates](#)

Stay Informed:

To stay informed of any law updates pertaining to supervisors and supervision please sign up for email alerts at the link below.

<https://www.bbs.ca.gov/webapplications/apps/subscribe/index.html>



STAY AUDIT-READY: DON'T LET CONTINUING EDUCATION REQUIREMENTS CATCH YOU OFF GUARD

Continuing education (CE) is not only a requirement for renewal—it's essential for ensuring that mental health professionals remain current with evolving best practices, legal and ethical standards, and emerging treatment modalities. Yet, recent data reveals a concerning trend.

AUDITS HAVE RESUMED—AND THE FAILURE RATE IS HIGH

Following a pause during the COVID-19 pandemic, the Board resumed routine CE audits on March 12, 2024. Since then, 190 audits have been conducted, and 118 individuals failed to demonstrate full compliance—a **failure rate of 62%**.

This statistic underscores the need for greater awareness and diligence when it comes to meeting CE requirements.

Failing an audit can result in a Board citation and fine.

Don't let this happen! Below are some tips for ensuring you meet the CE requirements for every renewal.

MOST COMMON REASONS FOR CE AUDIT FAILURES

Most audit failures stem from avoidable issues, including:

- Courses not provided by **Board-accepted CE providers**.
- Not completing the **required hours**, which include the subject of **law and ethics, within the renewal period*** and **before submission** of the renewal application.
- For first-time license renewals, not completing the **specific coursework required** for the license type.
- Failing to retain **proof of completion for the one-time CE course requirements**, such as the Suicide Risk Assessment and Intervention or Provision of Mental Health Services via Telehealth (if not already submitted with a license application).

HOW TO STAY IN COMPLIANCE

To help ensure you're always audit-ready:

- **Know your requirements:** Review the CE requirements for your license or registration type on the Board's [website](#).

- **Choose acceptable providers:** CE courses must be taken from BBS-accepted providers, which you can find on the Board's [website](#).
- **Complete all CE hours within your renewal period:** Courses taken outside of your renewal period will not count.
- **Maintain records as required:** Maintain documentation of CE completion (consider keeping multiple backups) for at least two years from the date of renewal for which the courses were completed. You may want to ask your CE provider how long they retain records in case of lost CE certificates.
- **Plan and track your CE:** Have a plan for completion, set calendar reminders, and maintain a log of hours completed.
- **Double-check:** Make sure courses cover the required content areas.

Temporary CE waivers: If you are a licensee with a physical or mental disability or medical condition that meets certain criteria or are the primary caregiver for an immediate family member with a physical or mental disability or medical condition, you may qualify for a temporary CE waiver. You must apply for the waiver at least 60 days prior to your license expiration date. See the Board's [website](#) for more information (*navigate to Mandatory Coursework > Exceptions from CE Requirements*). Waivers are not available for registrants.

THE BOTTOM LINE

Audits are not intended to be punitive—they're part of the Board's role in upholding the integrity and quality of the mental health professions. By taking proactive steps, you can avoid audit failure and continue providing competent care to Californians who rely on your expertise. In doing so, you support your professional growth, protect the public, and uphold the standards of the professions.



* A "renewal period" is the two years immediately preceding your license's expiration date or the one year immediately preceding your registration's expiration date.

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FACT SHEET AND FAQs: LICENSEE AND REGISTRANT ADVERTISING REQUIREMENTS

Effective April 1, 2026

The Board’s regulations pertaining to advertising by licensees, registrants (Associates) and MFT Trainees have been amended and take effect April 1, 2026.

This Fact Sheet is designed to assist you in evaluating your advertising, and answers frequently asked questions about advertising.

For examples of acceptable and unacceptable advertising content, refer to the following:

- [Advertising Examples for Licensees](#)
- [Advertising Examples for Associates and MFT Trainees](#)

NOTE: If your advertising is determined to be out of compliance, the Board will issue a notification. In many instances, you’ll be given an opportunity to correct the issue before any formal action is taken.

DEFINITION OF “ADVERTISING”

The definition of “advertising” is very broad. Advertising includes, but is not limited to¹, any of the following:

- Public communication (including, but not limited to mail, television, radio, motion picture, newspaper, book, list or directory of healing arts practitioners, Internet, or other electronic communication);
- The issuance of any card, sign, or device to any person; or
- The causing, permitting, or allowing of any sign or marking on, or in, any building or structure, or in any newspaper or magazine or in any directory, or any printed matter whatsoever, with or without any limiting qualification.

There are exceptions for signs posted in religious buildings and notices in bulletins mailed to religious congregations. For more information, see [section 651](#) of the Business and Professions Code (BPC).

¹ BPC Sections 4980.03(e) (LMFT); 4989.49 (LEP); 4992.2 (LCSW); and 4999.12(j) (LPCC)

UNPROFESSIONAL CONDUCT IN ADVERTISING

The following are considered unprofessional conduct²:

- Advertising in a manner that is false, fraudulent, misleading or deceptive.
- Misrepresentation of the type or status of a license or registration;
- Misrepresenting education
- Misrepresenting professional qualifications; or
- Misrepresenting professional affiliations.

It is important to consider your advertising from the viewpoint of a consumer, and how something, even though it may not be obvious to you, could be problematic. The terms “misleading” or “misrepresentation” do not simply mean something that is outright false. For example, it could be an omission, or it could be that information required to be included in advertising is difficult to find. It is especially important that Associates do not give the impression that they are licensed and/or working independently. For more information, consult with your professional association or an attorney.

LICENSEES: MINIMUM CONTENT REQUIREMENTS AND ACCEPTABLE ABBREVIATIONS

Licensees must include ALL of the following minimum information in any advertisement:

1. Your first and last name, as filed with the Board;
2. Your license number; and
3. Your complete license title, or an allowable abbreviation, as shown below:

If you are a...	The following exact titles and abbreviations are acceptable:
Licensed Marriage and Family Therapist	<ul style="list-style-type: none"> • “Licensed Marriage and Family Therapist” or “MFT” or “LMFT”
Licensed Clinical Social Worker	<ul style="list-style-type: none"> • “Licensed Clinical Social Worker” or “LCSW”
Licensed Professional Clinical Counselor	<ul style="list-style-type: none"> • “Licensed Professional Clinical Counselor” or “LPCC”
Licensed Educational Psychologist	<ul style="list-style-type: none"> • “Licensed Educational Psychologist” or “LEP”

² BPC Sections 4982(f),(p) (LMFT); 4989.54(e),(l) (LEP); 4992.3(g),(q) (LCSW); and 4999.90(f),(p) (LPCC)

REGISTRANTS: MINIMUM CONTENT REQUIREMENTS

Registrants (Associates) must include all of the following minimum information in any advertisement:

1. Your first and last name, as filed with the Board;
2. Your registration number;
3. Your complete registration title, with acceptable options shown below;
4. The name of your employer or the name of the entity for which you volunteer; and
5. That you are supervised by a licensed person. Acceptable Examples: “Supervised by a licensed person”; “Supervised by a licensed counselor”; “Supervised by a Licensed Marriage and Family Therapist”; Supervised by a LPCC, license #99999”.

If you are a...	The following exact titles are acceptable:
Registered Associate Marriage and Family Therapist¹	<ul style="list-style-type: none"> • “Registered Associate Marriage and Family Therapist” <li style="text-align: center;">or • “Registered Associate MFT”
Registered Associate Clinical Social Worker²	<ul style="list-style-type: none"> • “Registered Associate Clinical Social Worker”
Registered Associate Professional Clinical Counselor³	<ul style="list-style-type: none"> • “Registered Associate Professional Clinical Counselor” <li style="text-align: center;">or • “Registered Associate PCC”

REGISTRANTS: ACCEPTABLE ABBREVIATIONS

¹ The abbreviation **AMFT** may be used in an advertisement, but ONLY if “Registered Associate Marriage and Family Therapist” is ALSO included.

² The abbreviation **ASW** may be used in an advertisement, but ONLY if “Registered Associate Clinical Social Worker” is ALSO included. **Use of “ACSW” is not permitted** as it conflicts with the name of a certification often obtained by social workers.

³ The abbreviation **APCC** may be used in an advertisement, but ONLY if “Registered Associate Professional Clinical Counselor” is ALSO included.

REQUIREMENTS FOR MFT TRAINEES

Requirements for MFT Trainees are somewhat different. Any advertisement by or on behalf of an MFT Trainee must include all of the following³:

- That the Trainee is a “marriage and family therapist trainee”; and
- The name of the Trainee’s employer (or the entity for which the Trainee volunteers); and
- That the Trainee is supervised by a licensed person; and
- The supervisor’s license designation or abbreviation; and
- The supervisor’s license number.

USE OF A NICKNAME

An associate or licensee may use a nickname or former legal name, but only if the advertisement also includes their first and last name as filed with the Board. If a nickname is used, the nickname shall not be false, fraudulent, misleading, or deceptive as specified by [section 651](#) of the Business and Professions Code (BPC). MFT Trainees are NOT permitted to use a nickname or former legal name.

USE OF THE TERMS “PSYCHOTHERAPY”, “PSYCHOTHERAPIST” OR “PSYCHOLOGY”

The term “psychology” may not be used as it is a protected term reserved for Licensed Psychologists. Use of the terms “psychotherapy” or “psychotherapist” is permissible provided that the advertisement contains all information required by law, as described in this publication. However, Trainees must be practicing under a licensed mental health professional if they wish to include the title or term “psychotherapist.”

USE OF ACADEMIC CREDENTIALS

Reference to academic credentials is permitted in your advertisement as long as your degree is earned (not an honorary degree or conferred without actual study) and representations and statements made about your degree are not misleading. If you have a doctorate degree in a field related to psychotherapy you may list that degree abbreviation or title. The use of “Dr.”, even if your degree is in a related field, is a grey area in law since it could, in some situations, be misunderstood by the public as a medical doctor. The Board recommends that you consult with your professional association or an attorney prior to such use.

³ BPC Section 4980.48

ADVERTISING: FREQUENTLY ASKED QUESTIONS

1. My employer advertises my services. Is there anything I need to do?

Yes. It is critical that you review any advertising produced by your employer that include you. You have the obligation to ensure that your employer's advertisements that include you are not false, fraudulent, misleading or deceptive as discussed above, and contain all required information. You, as the licensee or registrant, are ultimately responsible even though you did not produce the advertisement.

2. Are there any special requirements pertaining to websites?

A website is a type of advertising, so all of the information that you are required to provide in advertising must appear on your website. However, due to the format there are important additional considerations. All of the required information should be easy to find and appear relatively near each other. For example, if you were to place your license number in a very small font at the bottom of a long page, or in a normal sized font but buried on a different page of your website, it may not be considered in compliance.

Associates should review their website (or their employer's website that contains their information) carefully to ensure that it does not give the impression that they are licensed or practicing independently. For example, the required statement about being under the supervision of a licensed person should not be difficult to find on the website and should appear near your registration information. It also should not be in such a small font that it would be difficult to read or locate.

3. Are there any special requirements pertaining to social media?

Social media is considered a type of advertising, so all of the information that you are required to provide in advertising must appear on your social media. If the information doesn't fit in your bio, you will need to find an easy way for readers to find your information, such as a link to a website that contains all of the required information.

Associates should review their social media bio and posts carefully to ensure that they do not give the impression that they are licensed. Be sure to refer to the ethics code for your profession for other important considerations for use of social media.

4. What title can I use if I've applied for an Associate registration under the 90-day rule?

The law does not address associates who are working under the [90-day rule](#). However, the Board recommends that associates pending registration follow all of the laws that pertain to associates. Instead of your registration number, a statement that says "Pending Registration with the Board of Behavioral Sciences" or similar would be acceptable. Consult with your professional associate or an attorney for additional information.

5. Why do I also need to list my full name as filed with the Board when using a nickname or former legal name?

This is necessary to ensure that consumers are able to locate your license or registration record and provides an assurance that they have located the correct person's record. If you wish to use your nickname only, or your former legal name, you will need to pursue a legal name change process and provide legal documentation of the change to the Board.

6. Can a MFT Trainee use a nickname or former legal name?

MFT Trainees are not permitted to use a nickname or former legal name. Once they have registered as an Associate with the Board this would be permitted.

7. Is there anything else I should consider in advertising?

It is important to consult your professional association's code of ethics regarding advertising, as they contain additional ethical considerations.

EXAMPLE ACCEPTABLE ADVERTISING CONTENT - LICENSEES

The following represent examples of acceptable advertising content for fully licensed individuals. Other formats and content that meet all of the requirements of Business and Professions Code (BPC) [section 651](#), and [Title 16, section 1811 of the California Code of Regulations](#) are also acceptable. See the Board's [Advertising Fact Sheet and FAQs](#) for more information.

MINIMUM ACCEPTABLE EXAMPLES

Kyung-soon Min, LMFT

Licensed Marriage and Family Therapist

License Number 999999

Rafael J. Greene, LEP

LEP # 99999

Amal M. Farase

Licensed Clinical Social Worker No. 999999

Kimber Anne Aurelias

Licensed Professional Clinical Counselor

LPCC 999999

Jackson Clarke

LMFT, License #999999

ACCEPTABLE EXAMPLES:

**Nickname or Former Legal Name Options and
Other Examples of Allowable Content**

Ky Min, Psy.D., LMFT

(Kyung-soon Min)

Specializing in Grief & Loss

Company ABC

License No. 999999

**Rafael “Rafa” Greene, MA, Ed.D.,
Educational Therapist**

License Number LEP 99999

Company ABC

Amal M. Sharma (Farase), MSW

License No. LCSW 999999

Company ABC

Providing psychotherapy since 2010

Kim L. Aurelias, MS, LPCC

Company ABC

Psychotherapy Services

Aka Kimber Aurelias, LPCC 999999

EXAMPLES OF UNACCEPTABLE ADVERTISING CONTENT - LICENSEES

The following examples should not be construed as providing ALL possible examples of unacceptable advertising content. Be sure to carefully follow the Board's [Advertising Fact Sheet and FAQs](#) and examples of acceptable content, as well as your profession's code of ethics.

✗ Unacceptable Example

Kyung-soon Min

Licensed Marriage and Family Therapist

Company ABC

Curing Depression Through Psychology

● What's Incorrect?

- Omits the license number.
- “Curing” cannot be guaranteed as therapy doesn't always work for everyone. This could be considered misleading.
- “Psychology” is a protected term and may only be used by Licensed Psychologists. The term “psychotherapy” is allowed instead.

✗ Unacceptable Example

Rafael Greene, LEP

Licensed Psychologist

LEP 99999

Student Success Guaranteed!

● What's Incorrect?

- “Licensed Psychologist” is misleading as it implies licensure by the Board of Psychology.
- “Student Success Guaranteed” is not allowed as it is likely to create false or unjustified expectations of favorable results.

✗ Unacceptable Example

Amal M.

Licensed Clinical Social Worker

License Number 999999

Avoid Medications—Book Your Therapy Appointment Today!

● What's Incorrect?

- Omits the licensee's last name, which is required (unless the licensee's legal name does not contain a last name).
- Suggesting the avoidance of medications can create harm.

✗ Unacceptable Example

Jackson Clarke, Family Therapist

Parenting and Family Solutions, Inc.

Professional License #999999

● What's Incorrect?

Omits the full license title or an acceptable abbreviation of the license type (either needs to include "LMFT" or "Licensed Marriage and Family Therapist").

**✗ Unacceptable Example:
USE OF NICKNAME**

Ky Min, LMFT

Psychotherapist

Company ABC

License No. LMFT 999999

● What's Incorrect?

Licensee used a nickname but failed to also include their first name as filed with the Board.

Use of a nickname is only permitted if the licensee's full name on file with the Board is also included.

**✗ Unacceptable Example:
USE OF FORMER LEGAL NAME**

Rafael Gonzalez, MA, LEP

License Number LEP 99999

Company ABC

● What's Incorrect?

Licensee used a former legal last name of "Gonzalez" but failed to also include their last name as currently filed with the Board which is "Greene".

Use of a former legal last name is only permitted if the licensee's full name on file with the Board is also included.

EXAMPLE ACCEPTABLE ADVERTISING CONTENT

The following represent examples of acceptable advertising content for registered Associates. Other formats and content that meet all requirements of Business and Professions Code (BPC) [section 651](#), and [Title 16, section 1811 of the California Code of Regulations](#) are also acceptable. See the Board's [Advertising Fact Sheet and FAQs](#) for more information.

MINIMUM ACCEPTABLE EXAMPLES

Kyung-soon Min

Company ABC

Registered Associate MFT # 999999

Supervised by a Licensed Therapist

Rafael Jaime Greene

Nonprofit XYZ

Registered Associate Clinical Social Worker

ASW 999999

Supervised by a Licensed Clinical Social Worker

Jackson Clarke

Registered Associate Professional Clinical Counselor

Nonprofit XYZ

APCC 999999

Supervised by a Licensed Counselor

ACCEPTABLE EXAMPLES:

**Nickname or Former Legal Name Options and
Other Examples of Allowable Content**

Ky Min, MA, AMFT

(Kyung-soon Min)

*Registered Associate Marriage and Family Therapist
999999*

*Employed and Supervised by Janelle Smith, Licensed
Marriage and Family Therapist*

Rafael “Rafa” Greene, MSW, ASW

Registered Associate Clinical Social Worker

Nonprofit XYZ

Registration No. 999999

Specializing in Grief and Loss

Supervised by S. Nelson, Licensed Therapist

Amal M. Sharma (Farase), MA, Psy.D.

*Registered Associate Professional Clinical Counselor
999999*

*Employed & Supervised by Rashida James, Licensed
Professional Clinical Counselor*

Kim L. Aurelias

Registered Associate PCC

Aka Kimber Aurelias, Registration No. 999999

*Employed & Supervised by Rashida James, Licensed
Professional Clinical Counselor*

EXAMPLES OF UNACCEPTABLE ADVERTISING CONTENT ASSOCIATES

The following examples should not be construed as providing ALL possible examples of unacceptable advertising content. Be sure to carefully follow the Board [Advertising Fact Sheet and FAQs](#) and examples of acceptable content, as well as your profession's code of ethics.

✘ Unacceptable Example

Kyung-soon Min, MFTA
Company ABC
Marriage and Family Therapist (Associate)
No. 999999
Practicing Under a Licensed Therapist
 KyMinMFT@abcd.com

● What's Incorrect?

- The use of "MFTA" is not permitted. Only "AMFT", "ASW" or "APCC" are allowed abbreviations for each registration type.
- The title of the registration is not acceptable. The correct title must read exactly as "Registered Associate Marriage and Family Therapist".
- Use of "MFT" in an email address is not permitted as it implies licensure and is therefore misleading.

✘ Unacceptable Example

Amy R.
Associate Clinical Social Worker
Company ABC
License No. 999999
Supervised by a Licensed Clinical Social Worker

● What's Incorrect?

- Did not provide their last name (required unless the legal name as on file with the Board does not contain a last name).
- Omits "Registered", which must appear before "Associate Clinical Social Worker".
- Use of "License No." is misleading as it implies licensure.
- "Supervised by a Licensed Clinical Social Worker" is included but is in such tiny font it may be considered misleading.

✘ Unacceptable Example

Jackson Clarke, ACSW

Clinical Social Work Associate

No. 999999

Supervised by a Licensed Therapist

● What's Incorrect?

- The use of “ACSW” as an abbreviation is not permitted. “ASW” is the correct title.
- The title of the registration is not acceptable. The correct title must read exactly as “Registered Associate Clinical Social Worker” or “Registered Associate CSW”.
- Omits the name of the employer.

✘ Unacceptable Example

Marcia Ruth, APCC

Registration No. 999999

Nonprofit ABC

Practicing under supervision

www.MarciaRuthClinicalCounselor.com

● What's Incorrect?

- When using the “APCC” abbreviation, the full registration title must also be included (“Registered Associate Professional Clinical Counselor”).
- “Practicing Under Supervision” is not sufficient. Associates must indicate that they are supervised by a licensed person.
- Use of “Clinical Counselor” in a website address is not permitted as it implies licensure and is therefore misleading.

✘ Unacceptable Example

Amal Sharma

Cure Your Anxiety & Depression

Registered Associate Counselor #99999

Employed and Supervised by Solange Nelson, LPCC

● What's Incorrect?

- “Curing” a condition cannot be guaranteed. This could be construed as misleading.
- Omits the full title of the registration (must read exactly as “Registered Associate Professional Clinical Counselor” or “Registered Associate PCC”).
- Omits that they are supervised by a “licensed” person (the license’s abbreviation is not sufficient).

✗ Unacceptable Example
USE OF NICKNAME

Ky Min, MA

*Registered Associate Marriage and Family
Therapist, AMFT 999999*

Company ABC

Supervised by a Licensed Therapist

● What's Incorrect?

Registrant used a nickname but did not also include their first name as filed with the Board.

Use of a nickname is only permitted if the registrant's full name on file with the Board is also included.

✗ Unacceptable Example
USE OF FORMER LEGAL NAME

Rafael J. Gonzalez, AMFT

*Registered Associate Marriage and Family
Therapist 99999*

*Company ABC, Supervised by a Licensed
Professional Clinical Counselor*

● What's Incorrect?

Registrant used a former legal last name of "Gonzalez" but did not also include their last name as filed with the Board.

Use of a former legal last name is only permitted if the registrant's full name on file with the Board is also included.

**EXAMPLE ACCEPTABLE ADVERTISING CONTENT
MFT TRAINEES**

The following represent examples of acceptable advertising content for Marriage and Family Therapist Trainees. Other formats and content that meet all requirements of Business and Professions Code (BPC) [section 4980.48](#) are also acceptable. See the Board's [Advertising Fact Sheet and FAQs](#) for more information.

MINIMUM ACCEPTABLE EXAMPLE

Keisha Jones

Marriage and Family Therapist Trainee

Nonprofit ABC

Supervised by a LMFT, License No. 99999

**ACCEPTABLE EXAMPLE WITH
OTHER EXAMPLES OF
ALLOWABLE CONTENT**

Keisha Ann Jones, BA

Marriage and Family Therapist Trainee

Nonprofit ABC

*Supervised by Janelle Smith, Licensed
Marriage and Family Therapist No. 99999*

EXAMPLES OF UNACCEPTABLE ADVERTISING CONTENT MFT TRAINEES

The following examples should not be construed as providing ALL possible examples of unacceptable advertising content. Be sure to carefully follow the Board's [Advertising Fact Sheet and FAQs](#) and examples of acceptable content, as well as your profession's code of ethics.

✗ Unacceptable Example

Keisha Jones, MFT Trainee

Nonprofit ABC

Supervised by a Licensed Therapist

● What's Incorrect?

- "Marriage and Family Therapist" must be spelled out before "Trainee".
- Omits the supervisor's license type and number.

✗ Unacceptable Example

Keisha Jones, BA

Marriage and Family Therapist Trainee

*Supervised by Janelle Smith, LMFT
99999*

● What's Incorrect?

- Omits that they are supervised by a "licensed" person (the license's abbreviation is not sufficient).
- Omits the name of the trainee's employer.

✗ Unacceptable Example

Keisha Jones, BA

Marriage and Family Therapist Trainee

Nonprofit XYZ

Keisha.Jones.MFT@12345.org

● What's Incorrect?

- Omits that they are supervised by a licensed person and omits their supervisor's license information.
- Email address contains "MFT" which is misleading as it implies licensure.