Stigma and Stipend Program

Procedure: C50.03

References: RCW 18.79.440 - Public posting of enforcement actions restricted—Substance use disorder monitoring stipend program.
RCW 18.130.175 – Physician health and voluntary substance use disorder monitoring programs.

Applies to: Discipline Staff, CARES Staff, Communications Staff

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Electronic Signature:

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Chair
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Purpose Statement

To reduce stigma and incentivize health care professionals licensed by the Washington State Board of Nursing (Board) to participate in a substance use disorder and treatment program.

Definitions N/A

Process: Reducing Stigma Associated with Substance Use Disorder (SUD)

Steps	Person(s)/Entity Involved	Activity or Event(s)
1	Discipline staff	• Will remove the reference to discipline and related documents from the DOH provider credential search when a nurse or nursing assistant (participant) has successfully completed the CARES program. • The participant must meet the following criteria:

		1. Contact the CARES monitoring program and if recommended, sign the CARES monitoring contract and enter into the program. 2. Substantially adhere to the terms of the order and program. 3. Successfully complete the monitoring program.

Process: Stipend Program

Steps	Person(s)/Entity Involved	Activity or Event(s)
1	Board	• Established a stipend program to defray the out-of-pocket expenses incurred in connection with participation in the CARES program. • May defray up to 80 percent of each out-of-pocket expense deemed eligible.
2	CARES staff	Ensure a participant is eligible for the stipend program. The participant must meet the following conditions: 1. Hold an active, inactive, or suspended license with the Board. 2. Complete and submit a stipend application. 3. Actively participate in the CARES program or have completed the program within the previous six months of submission of a stipend application. 4. Demonstrate a financial need with expenses incurred in connection with participation in the CARES program.
3	CARES staff	May cover up to 80% of incurred expenses associated with participation in the program. Expenses include but are not limited to: 1. Evaluations 2. Treatment 3. Drug testing 4. Peer Support Group 5. Other expenses approved by the Board
4	Participant	Shall provide the Board with documentation of out-of-pocket expenses incurred in connection with participation in the CARES program.
5	Substance Use Disorder Review Panel (SUDRP)	Will review the stipend application to determine eligibility of the participant and any expenses the Board will pay.
6	Board	Will directly pay facilities and providers.

Process: Board Website Requirements

Steps	Person(s)/Entity Involved	Activity or Event(s)
1	Board	Is required to provide the following information on the Board website.
2	Communications staff	Posts on the website: 1. Total number of participants participating in the stipend program. 2. The average total amount of eligible expenses defrayed for participants in the program. 3. The amount of funds that remain available for the stipend program.

Revision History:

W50.02 – November 14, 2025
W50.01 – November 17, 2023