

How to Assign EBAS Assessments

A working reference for boards assigning EBAS assessments. Use this to identify the right categories for a case, set the right number, and write the order.

The Five Assessment Categories

EBAS organizes 700+ scenarios across five assessment categories. The descriptions below are illustrative, not exhaustive. Boards can provide case-specific context for further tailoring.

Fraud

Ethical reasoning around financial misconduct, misrepresentation, and falsification. Includes billing fraud, insurance fraud, inappropriate referrals, recordkeeping integrity, and undisclosed financial relationships.

Boundaries

Ethical reasoning around professional relationships, confidentiality, and consent. Includes inappropriate relationships, dual relationships, consent violations, financial arrangements with clients, and confidentiality breaches.

Substance Abuse

Ethical reasoning around impaired practice, diversion, and return-to-practice obligations. Includes alcohol or drug use affecting practice, drug diversion, impairment while practicing, and self-prescribing.

Unprofessional Conduct

Ethical reasoning around demeanor, judgment, and conduct outside accepted standards. Includes harassment, criminal conviction, social media violations, workplace behavior, and conduct unbecoming the profession.

Professional Standards

Ethical reasoning around scope of practice, standard of care, and regulatory compliance. Includes scope-of-practice violations, expired licensure, falsifying records, credential misrepresentation, and supervision failures.

Example Assignments by Case Type

These are examples, not prescriptions. Boards know their cases best. Assigning more assessments strengthens the evidentiary record.

Case type	1 assessment	3 assessments	5 assessments
Boundary violation	Boundaries	Boundaries, Boundaries, Professional Standards	Boundaries, Boundaries, Professional Standards, Unprofessional Conduct, Fraud
Billing fraud	Fraud	Fraud, Fraud, Professional Standards	All five categories
Impaired practice	Substance Abuse	Substance Abuse, Professional Standards, Unprofessional Conduct	All five categories
Dual relationship	Boundaries	Boundaries, Boundaries, Unprofessional Conduct	Boundaries, Boundaries, Unprofessional Conduct, Professional Standards, Fraud
Comprehensive review	-	Boundaries, Professional Standards, Unprofessional Conduct	All five categories

Writing the Order

Key Decisions

- 1 Assign three or more for defensibility.**

A single assessment covers one scenario. Three or more establishes a pattern of reasoning that holds up if the outcome is challenged.
- 2 Repeat categories to strengthen reliability.**

Assigning the same category more than once gives a fuller picture of how a licensee reasons through that type of situation.
- 3 Set a completion window of three to six months.**

This is the window the board writes into the order - not how long the EBAS process takes. Most licensees wait until late in the window to schedule, regardless of how long the window is. Three to six months gives adequate time without unnecessary delay.
- 4 Write the category names into the order. That is all EBAS needs to get started.**

The board order identifies which categories the licensee must complete. EBAS handles everything else - scenario selection, scheduling, proctoring, grading, and score reporting.

Sample Order Language

Two examples boards can adapt to fit their order format and statutory requirements.

Example 1:

"The licensee shall complete three Ethics and Boundaries Assessment Services (EBAS) assessments in the following categories: [Category 1], [Category 2], and [Category 3]. All assessments shall be completed within six months of the effective date of this order. The licensee is responsible for scheduling and payment. Results shall be reported directly to the board."

Example 2:

"[Licensee name] agrees to submit written proof of successfully passing the Boundaries, Unprofessional Conduct, and Professional Standards essay exams offered by the Ethics and Boundaries Assessment Service, LLC (EBAS) within six months of the execution of this agreement. [Licensee name] agrees to be responsible for all costs associated with the EBAS examinations."

Talk through it before you write the order.

EBAS offers pre-order consultations for boards working through specific cases. A short call to review the case, talk through category selection, and confirm the order language.

Schedule a consultation at ebas.org/boards/pre-order-consultation

