



STATE OF RHODE ISLAND  
DEPARTMENT OF HEALTH  
DIVISION OF HEALTHCARE QUALITY AND SAFETY  
PROFESSIONAL BOARDS AND LICENSING  
IN THE MATTER OF: MELISSA CORDEIRO  
Licensee Number: NA 48239  
Complaint No.: C24-0402

CONSENT ORDER

Pursuant to R.I. Gen Laws 23-17.9-1 *et seq.* and the Rules and Regulations promulgated thereunder, 216-RICR-40-05-22, The Rhode Island Department of Health, ("RIDOH") has investigated Complaint No. C24-0402 (the "Complaint") charging, **MELISSA CORDEIRO**, nursing assistant license number NA 48239 ("Respondent") with violations of R.I. Gen Laws 23-17.9-1 *et seq.*

After review and consideration by RIDOH with respect to the allegations of unprofessional conduct of Respondent the following are and shall constitute

FINDINGS OF FACT AND CONCLUSIONS OF LAW

1. That Respondent is a Nursing Assistant licensed to practice in the State of Rhode Island under Nursing Assistant License Number NA 48239 with a status of Active Probation to a Consent Order ratified on August 24, 2023.
2. Under the terms of the Consent Order, Respondent must be employed at a hospital or nursing facility and may not be employed by an agency that provides home care. Respondent was employed at a nursing facility. The underlying factual basis for this Consent Order was the Respondent's development of an inappropriate relationship with a patient.
3. Respondent was employed as a nursing assistant at a nursing facility where A.G. was a patient from the Fall of 2022 through July 2023. Prior to A.G.'s discharge from the nursing facility, Respondent established an inappropriate personal relationship with A.G. and following her discharge, between August 2023 and August 2024 Respondent assisted A.G. with activities of daily living while A.G. lived in a private home in South Kingstown and



when A.G. stayed overnight at Respondent's apartment in Woonsocket, RI. During these same months, Respondent transported A.G. to appointments and over several months, Respondent repeatedly accepted costly restaurant meals, and gifts at A.G.'s expense.

4. That the conduct described in paragraph 3 herein constitutes unprofessional conduct pursuant to R.I. Gen Laws 23-17.9-1 *et seq.* and the Rules and Regulations promulgated thereunder.
5. That Respondent admits to the jurisdiction of RIDOH and hereby agrees to remain under the jurisdiction of RIDOH.
6. That Respondent has read this Consent Order and understands this Consent Order shall become binding once signed by Respondent and RIDOH.
7. That Respondent understands the purpose of this Consent Order is solely to resolve the Complaint.
8. That Respondent hereby acknowledges and waives:
  - a. The right to have an administrative hearing on this matter;
  - b. The right to represent oneself or be represented by an attorney of Respondent's own choosing at said hearing;
  - c. The right to present testimony, evidence, and witnesses on Respondent's behalf;
  - d. The right to cross-examine witnesses presented by RIDOH;
  - e. The right to further procedural steps except for those specifically contained herein;
  - f. The right to take an appeal from the terms of this Consent Order; and
  - g. Any objection that this Consent Order will (i) be reported to the National Practitioner Data Bank, (ii) become a permanent part of Respondent's record maintained by RIDOH and a part of the public record of this proceeding, or (iii) be posted on RIDOH's public website.

**ACCORDINGLY, AND BASED ON THE FOREGOING**

RIDOH and Respondent hereby agree to the following disposition of this Complaint:

9. Respondent is hereby issued the sanction of two (2) years Probation starting the day this Consent Order is last executed and Respondent's license shall reflect the status "Active Probation."

10. Respondent is prohibited from accepting any gifts from patients or former patients for whom she cared starting the day this Consent Order is last executed. Gifts, include any item of monetary value, including but not limited to money, meals, alcoholic beverages, and public or private overnight accommodations.

11. During the term of her Probation;

- a. Respondent must be employed at a hospital or nursing facility and may not be employed by an agency that provides home care or provide private nursing assistant home care.
- b. Respondent will notify RIDOH of any lapse in employment and the probation period will be extended until the required employment as a nursing assistant is completed.
- c. Respondent must provide RIDOH with the name and address of any new employer(s) and the reason for said change.
- d. Respondent will provide RIDOH with a quarterly affidavit attesting to the fact that she has not received any gifts from any current or former patients. The Affidavits shall be sent to [doh.nurserehab@health.ri.gov](mailto:doh.nurserehab@health.ri.gov). The due dates of the Respondent's affidavits are as follows:

- 1st Quarter Affidavit (January-March) due by April 7th each year
- 2nd Quarter Affidavit (April-June) due by July 7th each year
- 3rd Quarter Affidavit (July-September) due by October 7th each year
- 4th Quarter Affidavit (October-December) due by January 7th each year.

- e. Respondent must provide their employer with a copy of this Consent Order and a quarterly performance report form provided by RIDOH. The due dates of the Respondent's quarterly reports are as follows:

- 1st Quarter Report (January-March) due by April 15th each year
- 2nd Quarter Report (April-June) due by July 15th each year
- 3rd Quarter Report (July-September) due by October 15th each year
- 4th Quarter Report (October-December) due by January 15 each year

12. Respondent will comply with all generally applicable laws in the State of Rhode Island and all laws and regulations governing the practice of Nursing Assistants.

13. When respondent complies with the requirement of this Consent Order she may apply to RIDOH for an unrestricted license to practice as a Nursing Assistant.

14. Respondent acknowledges this Consent Order shall become a permanent part of Respondent's record maintained by RIDOH and part of a public record of this proceeding.

15. Respondent acknowledges that any violation or failure to adhere to the terms of this Consent Order shall constitute unprofessional conduct and subject Respondent to further disciplinary action at the discretion of RIDOH, including but not limited to Suspension or Revocation.

16. Respondent acknowledges that this Consent Order is an agreement between Respondent and RIDOH.

Melissa D Cordeiro

MELISSA CORDEIRO  
LICENSEE NO. NA 48239

Date Signed:

10/10/24

Alice A. Tucker, MD

Center for Professional Boards and Licensing

Date Signed:

10/18/2024