

**STATE OF RHODE ISLAND  
AND PROVIDENCE PLANTATIONS**

**DEPARTMENT OF HEALTH  
DIVISION OF EMERGENCY  
MEDICAL SERVICES**

**EMS Case #13-764-OF**

**In the Matter of:  
RANDY CROWE, EMT  
License Number EMT14641**

**CONSENT ORDER**

This matter came before the Department of Health, Division of Emergency Medical Services (hereinafter "Department"), upon allegations that, EMT (hereinafter "Respondent") who while employed by the Western Coventry Fire Department/District did engage in conduct that constituted grounds for civil disciplinary action against his EMT license pursuant to Rhode Island General Laws § 23-4.1-9 and the *Rules and Regulations Relating to Emergency Medical Services* Rule 14.1. After careful consideration by the Department, the following constitute the Findings of Fact with respect to the actions of the Respondent relative to this incident:

1. Randy O. Crowe (hereinafter "Respondent") is licensed as an Emergency Medical Technician pursuant to R.I. Gen. Laws chapter 23-4.1 and holds license number EMT14641.
2. On May 25, 2013, Respondent and a younger female coworker were engaged in conversation at the firehouse, and Respondent acknowledges that a misunderstanding occurred between them but there is no indication that Respondent acted inappropriately in any way. The female coworker did not appear at a hearing on this complaint on August 7, 2013, and she initiated a telephone call to the Respondent on August 6, 2013.

3. Respondent's license has been in probationary status since a Consent Order was ratified on June 1, 2009.

**Based on the foregoing, the parties agree as follows:**

1. The July 5, 2013, summary suspension of Respondent's EMT license is hereby vacated.
2. Respondent admits to the jurisdiction of the Department and hereby agrees to remain under the jurisdiction of the Department. Respondent has read this Consent Order and understands that it is a proposal of the Department and is subject to final ratification by the Department. This Consent Order and the contents thereof are not binding on Respondent until final ratification by the Department.
4. Respondent hereby acknowledges and waives:
  - a. The right to appear personally or by counsel or both before the Department;
  - b. The right to produce witnesses and evidence in his behalf at a hearing;
  - c. The right to cross-examine witnesses;
  - d. The right to have subpoenas issued by the Department;
  - e. The right to further procedural steps except for those specifically contained herein;
  - f. Any and all rights of appeal of this Consent Order;
  - g. Any objection to the fact that this Consent Order will be presented to the Department for consideration and review;

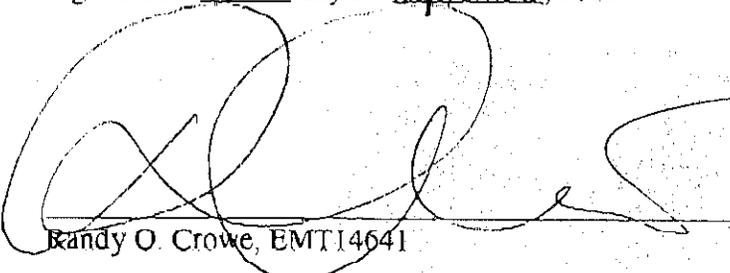
- h. Any objection to the fact that it will be necessary for the Department to become acquainted with all evidence pertaining to this matter in order to adequately review this Consent Order; and
  - i. Any objection to the fact that potential bias against the Respondent may occur as a result of the presentation of this Consent Order to the Department.
- 5. This Consent Order shall become a part of the public record of this proceeding once accepted by all parties. Acceptance by the Respondent and approval by the Department of this Consent Order constitutes an admission of the facts contained herein.
- 6. Failure to comply with the Consent Order, once signed and accepted, shall subject the Respondent to further disciplinary action against his EMT license.
- 8. Respondent shall serve a one year period of probation upon execution of this Consent Order, retroactive to July 5, 2013 (the date of summary suspension), subject to the terms and conditions set forth in this Consent Order.
  - a. Respondent shall within thirty (30) days register for an educational course in workplace relationships that is pre-approved by the Department.
  - b. This probationary period shall commence after the above stated period of probation and will abate for the duration of any period in which Respondent ceases to provide emergency medical services in Rhode Island.
  - c. During the period of probation, if Respondent fails to comply with the provisions of Chapter 23-4.1 and/or the *Rules and Regulations Relating to*

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*Emergency Medical Services*, or any of the terms of this Consent Order, the Department shall initiate further action with respect to Respondent's licensure status.

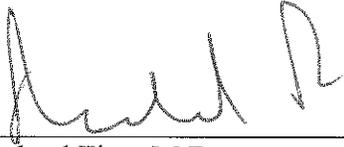
- d. During the period of probation, Respondent's employers, including the Chief of the licensed Ambulance Service(s) for which he is employed and/or serves as a volunteer, shall submit to the Department reports every two (2) months relating to the Respondent's conduct and performance. It shall be the responsibility of Respondent to ensure said reports are submitted.
11. During the period of probation, if Respondent changes employment and/or volunteer service, Respondent shall notify the Department forthwith of said change including the name and address of the new employer(s) and/or licensed ambulance service, as well as the reason for change in ambulance service affiliation.
12. A copy of this Consent Order shall be forwarded by the Department to Respondent's current employer(s) and/or volunteer service and all future employer(s) and/or volunteer service during the period of suspension and probation.

Signed this 11<sup>th</sup> day of September, 2013.

  
Randy O. Crowe, EMT14641

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Ratified as an order of the Department on this 11 day of September, 2013.

A handwritten signature in cursive script, appearing to read "Michael Fine", written above a horizontal line.

Michael Fine, M.D.  
Director  
Department of Health