

TITLE 880 SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY BOARD

NOTE: Originally adopted by the State Board of Examiners on Speech Pathology and Audiology. Name changed by P.L.149-1987, SECTION 104, effective September 1, 1987.

ARTICLE 1. GENERAL PROVISIONS

Rule 1. Definitions; Licensure; Ethics; Continuing Education

880 IAC 1-1-1 Definitions

Authority: IC 25-35.6-2-2

Affected: IC 25-35.6

Sec. 1. In addition to the definitions in IC 25-35.6, the following definitions apply throughout this article:

- (1) "ASHA" means the American Speech-Language Hearing Association.
- (2) "Board" means the speech-language pathology and audiology board.
- (3) "Clinical experience intern" means an individual engaged in a clinical experience year.
- (4) "Clinical experience year" means a supervised professional experience obtained during a doctoral audiology program.
- (5) "Clinical fellow" means an individual who is registered to practice:
 - (A) speech-language pathology; or
 - (B) audiology;under the supervision of a licensee approved by the board.
- (6) "Clinical fellowship" means a supervised professional experience obtained after confirmation of a graduate degree in speech-language pathology or audiology.
- (7) "Examination" means the National Examination in Speech-Language Pathology or the National Examination in Audiology administered by the Educational Testing Service of Princeton, New Jersey, or other suitable examination approved by the board.
- (8) "Licensee" means either of the following:
 - (A) A speech-language pathologist.
 - (B) An audiologist.
- (9) "Licensing agency" means the Indiana professional licensing agency.

(Speech-Language Pathology and Audiology Board; Reg PA-1, Ch I; filed Dec 4, 1974, 12:54 p.m.: Rules and Regs. 1975, p. 320; filed Jan 5, 1977, 3:30 p.m.: Rules and Regs. 1978, p. 316; filed Jan 5, 1977, 3:30 p.m.: Rules and Regs. 1978, p. 317; filed Dec 15, 1989, 5:00 p.m.: 13 IR 898; readopted filed Nov 9, 2001, 3:18 p.m.: 25 IR 1345; readopted filed Jul 19, 2007, 12:51 p.m.: 20070808-IR-880070069RFA; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)

880 IAC 1-1-1.5 Accepted colleges and universities

Authority: IC 25-35.6-2-2

Affected: IC 25-35.6

Sec. 1.5. A college or university is recognized by the board if it is accredited by one (1) of the following regional accrediting associations:

- (1) Middle States Association of Colleges and Schools/Commission on Higher Education.
- (2) New England Association of Schools and Colleges.
- (3) North Central Association of Schools and Colleges.
- (4) Northwest Association of Schools and Colleges.
- (5) Southern Association of Colleges and Schools/Commission on Colleges.
- (6) Western Association of Schools and Colleges/Accrediting Commission for Senior Colleges.

(Speech-Language Pathology and Audiology Board; 880 IAC 1-1-1.5; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)

880 IAC 1-1-2 Application for license as a speech-language pathologist

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-3; IC 25-35.6-1-5; IC 25-35.6-3-3

Sec. 2. (a) An application for a license as a speech-language pathologist shall be submitted to the board on a form provided by the licensing agency. An application shall be typed or printed in ink, signed under the penalty of perjury, and accompanied by the following:

(1) The fee required by section 5 of this rule.

(2) The official transcript from an educational institution recognized by the board, certifying that the applicant possesses a master's degree or its equivalent as approved by the board from an accredited institution listed under section 1.5 of this rule in the area for which the applicant is applying for licensure. As used in this section, "equivalent" means having completed at least two (2) full years of study in a college of liberal arts or sciences. This college course must include at least the following:

(A) A total of six (6) semester credit hours in any combination of the following:

(i) English.

(ii) Biology.

(iii) Chemistry.

(iv) Mathematics.

(v) Physics.

(B) Three (3) semester credits in each of the following:

(i) Interpersonal communication.

(ii) Psychology.

(iii) Statistics.

(C) A total of nine (9) semester credits in humanities and social sciences.

(3) Certification from the educational institution specified in subdivision (2) that the applicant has completed a minimum of four hundred (400) clock hours of supervised clinical experience in the practice of speech-language pathology.

(4) Certification of completion of a clinical fellowship that meets the requirements of IC 25-35.6-1-5(2)(B) and section 3.1 of this rule.

(5) The official score report from the Professional Examination Service certifying that the applicant has passed the examination in the area in which the applicant is applying for licensure, with a score of at least six hundred (600).

(6) A statement from the appropriate agency in each state where the applicant has been licensed, certifying whether or not disciplinary proceedings:

(A) have ever been initiated; or

(B) are presently pending;

against the applicant.

(b) Instead of the documents required by subsection (a)(2) through (a)(5), the board will accept a certificate of clinical competence issued by either of the following:

(1) ASHA.

(2) Another board-approved nationally recognized association for speech-language pathology that meets the minimum requirements as stated in subsection (a)(2) through (a)(5) in the area in which the applicant is applying for licensure.

Evidence of such certification shall be received by the board directly from the certifying agency with all fees borne by the applicant.

(c) An applicant who applies for licensure under IC 25-35.6-3-3(a) bears the burden of proving that the requirements of the state or territory in which the applicant currently is licensed are equivalent to those requirements set forth in IC 25-35.6. The applicant shall submit the following:

(1) The documentation required by subsection (a).

(2) Any other information required by the board to make a determination as to whether the requirements of the other state or territory are equivalent to those set forth in IC 25-35.6.

(d) The applicant shall be notified in writing of the results of the evaluation of the applicant's application for license.

(e) An applicant who seeks licensure in both speech-language pathology and audiology must file an application in both areas as provided by IC 25-35.6-1-3.

(f) An application shall be considered abandoned if the applicant does not complete the requirements for licensure within one

(1) year from the date on which application was filed. An application submitted subsequent to an abandoned application shall be treated as a new application.

(g) In addition to the requirements set forth in this section, an applicant for licensure must pass a written examination on the Indiana speech-language pathology statutes and rules. A score of at least seventy-five (75) is passing. (*Speech-Language Pathology and Audiology Board; Reg PA-1, Ch II; filed Dec 4, 1974, 12:54 p.m.: Rules and Regs. 1975, p. 320; filed Dec 15, 1989, 5:00 p.m.: 13 IR 899; errata filed Jun 7, 1990, 9:40 a.m.: 13 IR 1862; filed Aug 24, 1994, 1:40 p.m.: 18 IR 101; readopted filed Nov 9, 2001, 3:18 p.m.: 25 IR 1345; readopted filed Jul 19, 2007, 12:51 p.m.: 20070808-IR-880070069RFA; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA*)

880 IAC 1-1-2.5 Application for license as an audiologist

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-3; IC 25-35.6-1-5; IC 25-35.6-3-3

Sec. 2.5. (a) An application for a license as an audiologist shall be submitted to the board on a form provided by the licensing agency. An application shall be typed or printed in ink, signed under penalty of perjury, and accompanied by the following:

(1) The fee required by section 5 of this rule.

(2) An official transcript from an educational institution recognized by the board, certifying that the applicant possesses a doctoral degree or its equivalent as approved by the board from an accredited institution listed under section 1.5 of this rule in the area for which the applicant is applying for licensure. As used in this section, "equivalent" means having completed a minimum of seventy-five (75) semester hours of graduate or professional study that includes academic course work in the following areas:

(A) Fundamentals of communication.

(B) Normal aspects and development of hearing and balance.

(C) Clinical evaluation of hearing and balance disorders.

(D) Habilitative/rehabilitative procedures for hearing and balance disorders.

The course work must be sufficient in depth and breadth to reflect achievement of appropriate knowledge and skills outcomes.

(3) Certification from the educational institution specified in subdivision (2) that the applicant has completed a minimum of one thousand eight hundred twenty (1,820) clock hours of supervised clinical practicum, including a clinical experience that is equivalent to a minimum of twelve (12) months of full-time supervised experience obtained during completion of his or her audiology doctoral degree program. Supervised clinical practicum hours must be supervised by an individual meeting the requirements for Indiana licensure in audiology.

(4) The official score report from the Professional Examination Service certifying that the applicant has passed the examination in the area in which the applicant is applying for licensure, with a score of at least six hundred (600).

(5) A statement from the appropriate agency in each state where the applicant has been licensed, certifying whether or not disciplinary proceedings:

(A) have ever been initiated; or

(B) are presently pending;

against the applicant.

(b) Instead of the documents required in subsection (a)(2) through (a)(5), the board may accept a certificate of clinical competence issued by either of the following:

(1) ASHA.

(2) Another board approved nationally recognized association for audiology in the area that meets the minimum requirements in subsection (a)(2) through (a)(5) in the area in which the applicant is applying for licensure.

Evidence of such certification shall be received by the board directly from the certifying agency with all fees borne by the applicant.

(c) An applicant who applies for licensure under IC 25-35.6-3-3(a) bears the burden of proving that the requirements of the state or territory in which the applicant currently is licensed are equivalent to those requirements set forth in IC 25-35.6. The applicant shall submit the following:

(1) The documentation required by subsection (a).

(2) Any other information required by the board to make a determination as to whether the requirements of the other state or

territory are equivalent to those set forth in IC 25-35.6.

(d) An applicant shall be notified in writing of the results of the evaluation of the applicant's application for license.

(e) An applicant who seeks licensure in both speech-language pathology and audiology must file an application in both areas as provided by IC 25-35.6-1-3.

(f) An application shall be considered abandoned if the applicant does not complete the requirements for licensure within one (1) year from the date on which application was filed. An application submitted subsequent to an abandoned application shall be treated as a new application.

(g) In addition to the requirements set forth in this section, an applicant for licensure shall pass a written examination on the Indiana audiology statutes and rules. A score of at least seventy-five (75) is passing. (*Speech-Language Pathology and Audiology Board; 880 IAC 1-1-2.5; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA*)

880 IAC 1-1-3 Waiver of examination; exemption from licensure requirements (*Repealed*)

Sec. 3. (*Repealed by Speech-Language Pathology and Audiology Board; filed Dec 15, 1989, 5:00 p.m.: 13 IR 901*)

880 IAC 1-1-3.1 Clinical fellowship

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-2

Sec. 3.1. (a) An individual preparing to enter the clinical fellowship must notify the board by filing:

- (1) a form provided by the licensing agency; and
- (2) the application fee provided by section 5 of this rule;

before the beginning date of the clinical fellowship.

(b) The clinical fellowship shall consist of nine (9) months full-time employment or its equivalent not to exceed a maximum period of eighteen (18) consecutive months.

(c) A clinical fellowship of fewer than fifteen (15) hours per week will not fulfill any part of the supervised experience requirement.

(d) Clinical fellowship supervision must entail the personal and direct involvement of the supervisor in any and all ways that will permit the clinical fellowship supervisor to:

- (1) monitor;
- (2) improve; and
- (3) evaluate;

the clinical fellow's performance in professional employment.

(e) A person completing the supervised professional experience shall practice only speech-language pathology using the designation clinical fellow.

(f) A clinical fellow shall not supervise support personnel.

(g) A clinical fellowship supervisor assumes professional responsibility for services provided by the clinical fellow under his or her supervision.

(h) A clinical fellow must do the following:

- (1) Report any change in supervision to the board within thirty (30) days of that change.
- (2) Submit the appropriate application.

(i) A person who completes a clinical fellowship may not practice as a speech-language pathologist or an audiologist until the person has been:

- (1) approved for licensure by the board; and
- (2) issued a license by the licensing agency.

(j) A person completing the clinical experience requirement may not hold himself or herself out as:

- (1) a speech-language pathologist as set forth in IC 25-35.6-1-2(c); or
- (2) an audiologist as set forth in IC 25-35.6-1-2(e).

(*Speech-Language Pathology and Audiology Board; 880 IAC 1-1-3.1; filed Dec 15, 1989, 5:00 p.m.: 13 IR 900; filed Jun 9, 1994,*

2:00 p.m.: 17 IR 2355; readopted filed Nov 9, 2001, 3:18 p.m.: 25 IR 1345; readopted filed Jul 19, 2007, 12:51 p.m.: 20070808-IR-880070069RFA; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)

880 IAC 1-1-4 Speech pathology and audiology aides; registration; maximum number; supervision (*Repealed*)

Sec. 4. (*Repealed by Speech-Language Pathology and Audiology Board; filed Feb 3, 1987, 12:30 pm: 10 IR 1275*)

880 IAC 1-1-5 Fees

Authority: IC 25-1-8-2; IC 25-35.6-2-2

Affected: IC 25-35.6-3-7

Sec. 5. The following fees apply to licensed speech-language pathologists and audiologists:

Application/issuance fee (nonrefundable)	\$150
License renewal (December 31 of each odd-numbered year)	\$100
Support personnel registration	\$50
Renewal of support personnel registration (annually on December 31)	\$25
Registration of an individual participating in a supervised experience year	\$50
Duplicate license	\$10
Verification of licensure	\$10

(*Speech-Language Pathology and Audiology Board; Reg PA-1, Ch V; filed Dec 4, 1974, 12:54 p.m.: Rules and Regs. 1975, p. 323; filed Jan 5, 1977, 3:30 p.m.: Rules and Regs. 1978, p. 317; filed May 30, 1985, 10:25 a.m.: 8 IR 1306; filed Apr 30, 1986, 9:42 a.m.: 9 IR 2206; filed Mar 8, 1988, 2:08 p.m.: 11 IR 2631; filed May 20, 1996, 3:00 p.m.: 19 IR 2881; readopted filed Dec 2, 2001, 12:35 p.m.: 25 IR 1345; readopted filed Jul 19, 2007, 12:51 p.m.: 20070808-IR-880070069RFA; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA*)

880 IAC 1-1-6 Denial, suspension, and revocation of licenses; unprofessional conduct; conviction of crime; disciplinary action

Authority: IC 25-1-9; IC 25-35.6-2-2

Affected: IC 25-1-9-4; IC 25-1-9-16; IC 25-35.6-3-5.1

Sec. 6. (a) The board may refuse to issue a license to, or may suspend or revoke the license of, any person who has been guilty of unprofessional conduct within the meaning of IC 25-1-9-4. In addition to the general specifications encountered in IC 25-1-9-4, unprofessional conduct shall include, but is not limited to, the following:

- (1) Violating or conspiring to violate or aiding or abetting any person to violate the provisions of IC 25-35.6.
- (2) Committing a dishonest or fraudulent act as a licensed speech-language pathologist or audiologist.
- (3) Diagnosing or treating individuals for speech or hearing disorders by mail or telephone unless the:
 - (A) individual has been previously examined by the licensee; and
 - (B) diagnosis or treatment is related to the examination.

- (4) Incompetence or negligence in the practice of speech-language pathology or audiology that:
 - (A) has endangered; or
 - (B) is likely to endanger;

the health, welfare, or safety of the public.

(b) The board may order a license suspended or revoked, or may decline to issue a license, if an applicant or licensee has been convicted of a crime within the meaning of IC 25-1-9-4 or IC 25-1-9-16. Upon the suspension or revocation of a license on the grounds that the licensee has been convicted of a crime, the board, in evaluating the rehabilitation of the person and his or her eligibility for licensure, will consider the following:

- (1) The nature and severity of the act or acts that resulted in the suspension or revocation of his or her license.
- (2) The extent of time elapsed since the commission of the act or acts that resulted in the suspension or revocation.
- (3) Whether the person has committed any act or acts that if done by a licensee would be grounds for suspension or revocation

of a license since the date of suspension or revocation.

(4) Whether the person has done any act or acts involving dishonesty, fraud, or deceit with the intent to substantially:

(A) benefit himself, herself, or another; or

(B) injure another;

since the date of the suspension or revocation.

(5) Whether the person has complied with any or all conditions of:

(A) probation or restitution; or

(B) any other civil or criminal sanction;

imposed against him or her as a result of the act or acts, including such administrative penalties and conditions of probation as have been imposed on him or her by the board.

(6) Any other evidence of rehabilitation and eligibility for licensure that the person submits.

(c) Disciplinary action taken by this board will be reported to the Indiana department of education. (*Speech-Language Pathology and Audiology Board; Reg PA-1, Ch VI; filed Dec 4, 1974, 12:54 p.m.: Rules and Regs. 1975, p. 323; readopted filed Nov 9, 2001, 3:18 p.m.: 25 IR 1345; readopted filed Jul 19, 2007, 12:51 p.m.: 20070808-IR-880070069RFA; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA*)

880 IAC 1-1-7 Ethical practice standards; competency standards

Authority: IC 25-35.6-2-2

Affected: IC 25-35.6-1-5

Sec. 7. The preservation of the highest standards of integrity and ethical principles is vital to the successful discharge of the responsibilities of all licensees. These standards of ethical practice have been promulgated by the board in an effort to highlight the fundamental rules considered essential to this basic purpose. It is the responsibility of each licensee to advise the board of instances of violation of the principles incorporated in this section.

(a) For purposes of the standards of professional conduct, ethics and competent practice of speech pathology or audiology, the following definitions apply:

(1) "Professional incompetence" may include, but is not limited to, a pattern or course of repeated conduct by a practitioner demonstrating a failure to exercise such reasonable care and diligence as is ordinarily exercised by practitioners in the same or similar circumstances in the same or similar locality.

(2) "Practitioner" means a person who holds a license in speech pathology and/or audiology issued by the board.

(b) The ethical responsibilities of the licensee require that the welfare of the person served professionally be considered paramount.

(1) The licensee who engages in clinical work must possess appropriate qualifications. Qualifications are provided by IC 25-35.6-1-5 and 880 IAC 1-1-3 [*880 IAC 1-1-3 was repealed filed Dec 15, 1989, 5:00 p.m.: 13 IR 901.*].

(A) The licensee must only provide services for which he is properly qualified through professional education, training, and/or experience.

(B) Any person who has not completed his professional preparation must not provide speech or hearing services except in a supervised clinical practicum situation as a part of his training. A licensee holding a clinical position and taking graduate work is not, for the purpose of this section, regarded as a student in training.

(2) The licensee must follow acceptable patterns of professional conduct in his relations with the persons he serves. The licensee shall not:

(A) Guarantee the results of any speech or hearing consultative or therapeutic procedure. A guarantee of any sort, expressed or implied, oral or written, is contrary to professional ethics. A reasonable statement of prognosis may be made.

(B) Diagnose or treat individuals' speech or hearing disorders by correspondence. This does not preclude follow-up by correspondence of individuals previously seen, nor does it preclude providing the persons served professionally with general information of an educational nature.

(C) Reveal to unauthorized persons any confidential information obtained from his client without permission.

(D) Exploit persons he serves professionally: (i) by accepting them for treatment where benefit cannot reasonably be

expected to accrue; (ii) by continuing treatment unnecessarily; (iii) by charging exorbitant fees.

(3) The licensee should use every resource available, including referral to other specialists as needed, to effect as much improvement as possible in the persons he serves.

(4) The licensee must take every precaution to avoid injury to the persons he serves professionally.

(c) The duties owed by the licensee to other professional workers are many. The licensee should:

(1) Seek the freest professional discussion of all theoretical and practical issues but avoid personal invective directed toward professional colleagues or members of allied professions.

(2) Establish harmonious relations with members of other professions. He should endeavor to inform others concerning the services that can be rendered by members of the speech and hearing profession and in turn should seek information from members of related professions. He should strive to increase knowledge within the field of speech and hearing.

(d) The licensee has other special responsibilities. The licensee:

(1) Must guard against conflicts of professional interest.

(2) Must not engage in commercial or professional activities that conflict with his responsibilities to the persons he serves professionally or to his colleagues.

(3) Should help in the education of the public regarding speech and hearing problems and other matters lying within his professional competence.

(4) Should seek to provide and expand services to persons with speech and hearing handicaps, and to assist in establishing high professional standards for such programs.

(Speech-Language Pathology and Audiology Board; Reg PA-1, Ch VII; filed Dec 4, 1974, 12:54 pm: Rules and Regs. 1975, p. 324; filed May 30, 1985, 10:25 am: 8 IR 1306; readopted filed Nov 9, 2001, 3:18 p.m.: 25 IR 1345; readopted filed Jul 19, 2007, 12:51 p.m.: 20070808-IR-880070069RFA; readopted filed Nov 25, 2013, 9:22 a.m.: 20131225-IR-880130285RFA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)

880 IAC 1-1-8 Continuing professional education; rationale; definitions; responsibilities *(Repealed)*

Sec. 8. *(Repealed by Speech-Language Pathology and Audiology Board; filed Dec 2, 1987, 9:26 am: 11 IR 1297)*

Rule 2. Aides *(Repealed)*

(Repealed by Speech-Language Pathology and Audiology Board; filed Oct 6, 2003, 5:15 p.m.: 27 IR 537)

Rule 2.1. Support Personnel

880 IAC 1-2.1-1 Definitions

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-2; P.L.212-2005, SECTION 80

Sec. 1. The following definitions apply throughout this rule:

(1) "Board" means the speech-language pathology and audiology board.

(2) "Direct supervision" of support personnel means on-site, in-view observation and guidance by the supervising speech-language pathologist while an assigned therapeutic activity is being performed.

(3) "Licensing agency" means the Indiana professional licensing agency.

(4) "SLP" means a speech-language pathologist.

(5) "SLP aide" means a speech-language pathology aide.

(6) "SLP assistant" means a speech-language pathology assistant.

(7) "SLP associate" means a speech-language pathology associate.

(8) "SLP support personnel" means the following:

(A) Speech-language pathology aides.

(B) Speech-language pathology associates.

(C) Speech-language pathology assistants.

(9) "Supervisor", when referring to support personnel, means a person who:

(A) holds a current Indiana license as a speech-language pathologist issued by the board or the professional standards board as provided for in P.L.212-2005, SECTION 80; and

(B) has been approved by the board to supervise support personnel as provided by IC 25-35.6-1-2(g).

(10) "Support personnel" means a person employed under the direction and authority of the supervising licensed speech-language pathologist. This rule applies to all SLP aides, SLP associates, and SLP assistants when providing direct client services in the area of speech-language pathology intervention.

(Speech-Language Pathology and Audiology Board; 880 IAC 1-2.1-1; filed Oct 6, 2003, 5:15 p.m.: 27 IR 534; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)

880 IAC 1-2.1-2 Educational requirements for SLP aide

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-2

Sec. 2. The minimum educational requirement for an SLP aide shall be a high school degree or equivalent. *(Speech-Language Pathology and Audiology Board; 880 IAC 1-2.1-2; filed Oct 6, 2003, 5:15 p.m.: 27 IR 534; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)*

880 IAC 1-2.1-3 Educational requirements for SLP associate

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-2

Sec. 3. (a) The minimum educational requirement for an SLP associate is an associate degree or its equivalent from an accredited institution in the area for which the applicant is requesting to be registered.

(b) As used in this section, "equivalent" means having completed the following:

(1) A minimum of a sixty (60) semester credit hours in a program of study that includes the following:

(A) General education.

(B) The specific knowledge and skills for a speech-language pathology associate.

(2) A minimum of twenty-four (24) credit hours of the sixty (60) semester hours required must be completed in general education. The general education curriculum shall include, but is not limited to, the following:

(A) Oral and written communication.

(B) Mathematics.

(C) Computer applications.

(D) Social sciences.

(E) Natural sciences.

(3) A minimum of twenty-four (24) credit hours of the sixty (60) semester credit hours required must be completed in technical content areas. Technical content course work provides students with knowledge and skills to assume the job responsibilities and core technical skills for the speech-language pathology associate and must include the following:

(A) Instruction about normal processes of communication.

(B) Instruction targeting the practices and methods of service delivery that are specific to speech-language pathology associates.

(C) Instruction regarding the treatment of communication disorders.

(D) Instruction targeting the following workplace behavior and skills:

(i) Working with clients or patients in a supportive manner.

(ii) Following supervisor's instructions.

(iii) Maintaining confidentiality.

(iv) Communicating with oral and written forms.

(v) Following established health and safety precautions.

(E) Clinical observation.

(F) A minimum of one hundred (100) clock hours of supervised field experience that provides the applicant with appropriate experience for learning speech-language pathology associate-specific:

(i) job responsibilities; and

(ii) workplace behaviors;

of the speech-language pathology associate.

(Speech-Language Pathology and Audiology Board; 880 IAC 1-2.1-3; filed Oct 6, 2003, 5:15 p.m.: 27 IR 534; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)

880 IAC 1-2.1-3.1 Educational requirements for SLP assistant

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-2

Sec. 3.1. (a) The minimum educational requirement for an SLP assistant is a bachelor's degree or its equivalent in communication disorders from an accredited institution in the area for which the applicant is requesting to be registered.

(b) One hundred (100) hours of clinical practicum is required and must be supervised by an SLP licensed by the board. These hours may be completed before the degree is conferred or during a paid experience. Of the one hundred (100) hours obtained, seventy-five (75) shall be obtained with direct face-to-face patient/client contact, and the remaining twenty-five (25) hours may be obtained through observation of assessment and therapy. The direct face-to-face patient/client contact hours must be obtained in the following categories:

(1) A minimum of twenty (20) hours in speech disorders.

(2) A minimum of twenty (20) hours in language disorders.

(3) The remaining hours may be obtained in any of the following areas:

(A) Speech disorders.

(B) Language disorders.

(C) Hearing disorders.

(Speech-Language Pathology and Audiology Board; 880 IAC 1-2.1-3.1; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)

880 IAC 1-2.1-4 Application for registration

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-2

Sec. 4. (a) The application for approval of SLP support personnel must be:

(1) made on a form provided by the licensing agency; and

(2) submitted to the board by the SLP support personnel with all documentation as requested.

(b) The application must contain the following information:

(1) The supervisor's:

(A) name;

(B) address;

(C) phone number; and

(D) current Indiana license number.

(2) The name and location of where services will be performed.

(3) A detailed description of the responsibilities assigned to the SLP support personnel.

(4) A certified statement from the supervisor that the SLP support personnel will be supervised as required by IC 25-35.6-1-2 and this rule.

(5) A certified statement from the SLP support personnel that he or she may not perform any activity as specified in section 7 of this rule.

(6) A certified statement from the supervisor listing which of the tasks specified in section 8 of this rule the SLP support

personnel may perform.

(7) An application fee as specified in section 5 of this rule.

(8) Official transcripts from an educational institution documenting the following:

(A) SLP aide: Proof of a high school degree or equivalent.

(B) SLP associate: Proof of an associate's degree in communication disorders or its equivalent from an accredited institution.

(C) SLP assistant: Proof of a bachelor's degree in communication disorders or its equivalent from an accredited institution.

(9) Any other information as required by the board.

(c) When an application has been approved by the board, a certificate of registration will be issued by the licensing agency.

(d) An SLP aide, SLP associate, or SLP assistant may not begin work before his or her application has been approved by the board. (*Speech-Language Pathology and Audiology Board; 880 IAC 1-2.1-4; filed Oct 6, 2003, 5:15 p.m.: 27 IR 534; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA*)

880 IAC 1-2.1-4.1 Social Security numbers

Authority: IC 4-1-8-1; IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-2

Sec. 4.1. (a) An applicant who applies for a license, certificate, or permit under IC 25-35.6-1 must submit to the board the applicant's United States Social Security number.

(b) No application for a license, certificate, or permit will be approved before the Social Security number is submitted to the board.

(c) The licensing agency and the board will release the applicant's Social Security number as provided in state or federal law.

(d) The licensing agency and the board may allow access to the Social Security number of each person who holds a license, certificate, or permit issued under IC 35.6-1 or has applied for a license, certificate, or permit under IC 25-35.6-1 to the following:

(1) A testing service that provides the examination for licensure to the licensing agency or the boards.

(2) An individual state regulatory board or an organization composed of state regulatory boards for the applicant's or licensee's profession for the purpose of coordinating licensure and disciplinary activities between the individual states.

(*Speech-Language Pathology and Audiology Board; 880 IAC 1-2.1-4.1; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA*)

880 IAC 1-2.1-5 Report change of information

Authority: IC 25-35.6-2-2

Affected: IC 25-35.6-1-2

Sec. 5. The supervisor must report any change in activities or supervision at the time the change occurs by submitting a new application and fee as specified in section 4 of this rule within fourteen (14) days. (*Speech-Language Pathology and Audiology Board; 880 IAC 1-2.1-5; filed Oct 6, 2003, 5:15 p.m.: 27 IR 535; readopted filed Dec 1, 2009, 9:14 a.m.: 20091223-IR-880090786RFA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA*)

880 IAC 1-2.1-6 Renewal of registration

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-2

Sec. 6. (a) A registration issued under section 2 of this rule expires on December 31 of each year. Support personnel must renew the registration by submitting the following:

(1) A renewal form provided by the licensing agency.

(2) A fee as specified in 880 IAC 1-1-5.

(b) In order to avoid any interruption of work activity, a registration must be renewed before December 31 of each year.

(c) Information submitted with the renewal form shall include the following:

(1) The nature and extent of the:

(A) functions performed; and

(B) training completed;

by the SLP support personnel during the preceding year.

(2) Any other information required by the board.

(d) The supervisor must report any change in information required by subsection (a) to the board at the time the change occurs by submitting the following:

(1) A new application.

(2) The fee as specified in 880 IAC 1-1-5.

(e) SLP support personnel may not continue working after their registration has expired. Any such continuation will constitute a violation of this section.

(f) If a supervisor does not renew the SLP support personnel registration on or before December 31, the registration becomes invalid. The supervisor must submit the following:

(1) A new application.

(2) The fee as specified in section 4 of this rule.

(Speech-Language Pathology and Audiology Board; 880 IAC 1-2.1-6; filed Oct 6, 2003, 5:15 p.m.: 27 IR 535; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)

880 IAC 1-2.1-7 Activities prohibited by the SLP support personnel

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-2

Sec. 7. SLP support personnel may not perform any of the following activities:

(1) Administer:

(A) standardized or nonstandardized diagnostic tests; or

(B) formal or informal evaluations;

or interpret test results.

(2) Participate in:

(A) parent conferences;

(B) case conferences; or

(C) any interdisciplinary team;

without the presence of the supervisor or other licensed speech-language pathologist designated by the supervisor.

(3) Provide patient/client or family counseling.

(4) Write, develop, or modify a patient's or client's individualized treatment plan in any way.

(5) Assist with a patient or client without:

(A) following the individualized treatment plans prepared by the supervisor; or

(B) access to supervision.

(6) Sign any formal documents, for example, any of the following:

(A) Treatment plans.

(B) Reimbursement forms.

(C) Reports.

However, the SLP support personnel may sign or initial informal treatment notes for review and cosignature by the supervisor if specifically asked to do so by the supervisor.

(7) Select patients or clients for services.

(8) Discharge a patient or client from services.

(9) Disclose clinical or confidential information either orally or in writing to anyone other than the supervisor.

(10) Make referrals for additional service outside the scope of the intervention setting.

(11) Communicate with:

- (A) the patient;
- (B) the client;
- (C) the family; or
- (D) others;

regarding any aspect of the patient or client status or service without the specific consent of the supervisor.

(12) Counsel or consult with:

- (A) the patient;
- (B) the client;
- (C) the family; or
- (D) others;

regarding the patient or client status or service.

(13) Represent himself or herself as a speech-language pathologist.

(Speech-Language Pathology and Audiology Board; 880 IAC 1-2.1-7; filed Oct 6, 2003, 5:15 p.m.: 27 IR 535; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)

880 IAC 1-2.1-8 Tasks that may be delegated to the SLP support personnel

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-2

Sec. 8. The following tasks may be delegated to SLP support personnel if the tasks have been planned by the supervisor and the SLP support personnel have been provided with adequate training to perform the task competently:

- (1) Assist the supervisor with speech-language and hearing screenings (without interpretation).
- (2) Follow documented treatment plans or protocols developed by the supervisor.
- (3) Document patient or client performance and report information to the supervising SLP, for example, the following:
 - (A) Tallying data for the speech-language pathologist.
 - (B) Preparing the following:
 - (i) Charts.
 - (ii) Records.
 - (iii) Graphs.
- (4) Assist the supervisor during assessment of patients or clients.
- (5) Assist with informal documentation as directed by the supervisor.
- (6) Assist with clerical duties, such as:
 - (A) preparing materials; and
 - (B) scheduling activities;as directed by the supervisor.
- (7) Perform checks and maintenance of equipment.
- (8) Support the supervisor in the following:
 - (A) Research projects.
 - (B) Inservice training.
 - (C) Public relations programs.
- (9) Assist with the following departmental operations:
 - (A) Scheduling.
 - (B) Record keeping.
 - (C) Safety and maintenance of supplies and equipment.
- (10) Collect data for quality improvement.
- (11) Exhibit compliance with the following:
 - (A) Regulations.

(B) Reimbursement requirements.

(C) SLP aide, SLP associate, and SLP assistant job responsibilities.

(Speech-Language Pathology and Audiology Board; 880 IAC 1-2.1-8; filed Oct 6, 2003, 5:15 p.m.: 27 IR 536; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)

880 IAC 1-2.1-9 Supervisors; responsibilities

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-2

Sec. 9. (a) Before utilizing SLP support personnel, the supervisor shall carefully delineate the role and tasks of the SLP support personnel, including the following:

(1) Specific lines of responsibility and authority.

(2) Assurance that the SLP support personnel are responsible only to the supervisor in all patient/client activities. The supervisor must assess individual patient/client needs when deciding the appropriateness of a support personnel service delivery model.

(b) When SLP support personnel assist in providing treatment, the supervisor of the SLP support personnel shall do the following:

(1) The supervisor of the SLP aide shall provide direct supervision a minimum of twenty percent (20%) weekly for the first ninety (90) days of work and ten percent (10%) weekly thereafter. The supervisor must:

(A) be physically present within the same building as the SLP aide whenever direct client care is provided; and

(B) directly provide a minimum of thirty-three percent (33%) of the patient's or client's treatment weekly.

(2) The supervisor of the SLP associate shall provide direct supervision a minimum of twenty percent (20%) weekly for the first ninety (90) days of work and ten percent (10%) weekly thereafter. Supervision days and times should be alternated to ensure that all patients/clients receive direct treatment from the supervisor at least once every two (2) weeks. At no time should an SLP associate perform tasks when a supervisor cannot be reached by:

(A) personal contact;

(B) telephone;

(C) pager; or

(D) other immediate means.

(3) The supervisor for the SLP assistant shall provide direct supervision a minimum of twenty percent (20%) weekly for the first ninety (90) days of work and ten percent (10%) weekly thereafter. Supervision days and times should be alternated to ensure that all patients/clients receive direct treatment from the supervisor at least once every two (2) weeks. At no time should an SLP assistant perform tasks when a supervisor cannot be reached by:

(A) personal contact;

(B) telephone;

(C) pager; or

(D) other immediate means.

(4) The supervisor must determine supervision needs. The amount of supervision may be increased depending on the:

(A) competency of the SLP support personnel;

(B) needs of the patients or clients served; and

(C) nature of the assigned tasks.

However, the minimum standard must be maintained. Indirect supervision activities may include, but are not limited to, record review, phone conferences, or audio/video tape review.

(5) Determine the responsibilities assigned to the SLP support personnel based upon the:

(A) educational level;

(B) training; and

(C) experience;

of the support personnel.

(6) Evaluate each patient or client before treatment.

- (7) Outline and direct the specific program for the clinical management of each client serviced by the SLP support personnel.
- (8) Every five (5) working days, review all data and documentation on clients seen for treatment by the SLP support personnel.
- (9) Ensure that, at the termination of services, the case is reviewed by the speech-language pathologist responsible for the client.

(c) The supervisor shall not permit SLP support personnel to make decisions regarding the:

- (1) diagnosis;
- (2) management; or
- (3) future disposition;

of clients.

(d) The supervisor must officially designate SLP support personnel as such on all clinical records.

(e) The supervisor must be present when the SLP support personnel provide direct client treatment outside the designated practice setting.

(f) The supervisor may designate a licensed speech-language pathologist to supervise SLP support personnel under his or her supervision during vacation periods or illness, but for not longer than a thirty (30) day period.

(g) Within ten (10) days after the termination of the supervision of SLP support personnel, the supervisor:

(1) shall notify the board, in writing, of the:

- (A) termination; and
- (B) date of the termination; and

(2) may designate a licensee to serve as an interim supervisor for a period not to exceed thirty (30) days upon approval of the board.

An interim supervisor is not required to pay a fee for the thirty (30) day period.

(h) A supervisor may not supervise more than two (2) SLP support personnel at one (1) time.

(i) *(Voided by P.L.226-2011, SECTION 26, effective July 1, 2010 (retroactive).)*

(j) A supervisor assumes professional responsibility for services provided under their supervision. *(Speech-Language Pathology and Audiology Board; 880 IAC 1-2.1-9; filed Oct 6, 2003, 5:15 p.m.: 27 IR 536; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)*

880 IAC 1-2.1-10 SLP aides previously registered under 880 IAC 1-2

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-1-2

Sec. 10. SLP aides previously registered under 880 IAC 1-2, which meet the educational requirements of:

- (1) section 2 of this rule, shall be registered as an SLP aide;
- (2) section 3 of this rule, shall be registered as an SLP associate; and
- (3) section 3.1 of this rule, shall be registered as an SLP assistant;

without the necessity of filing an additional application under section 4 of this rule. *(Speech-Language Pathology and Audiology Board; 880 IAC 1-2.1-10; filed Oct 6, 2003, 5:15 p.m.: 27 IR 537; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)*

Rule 3. Continuing Education for Renewal of License *(Repealed)*

(Repealed by Speech-Language Pathology and Audiology Board; filed Dec 15, 1989, 5:00 p.m.: 13 IR 901)

Rule 3.1. Renewal of License; Continuing Education

880 IAC 1-3.1-1 Renewal of license

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-3-6

Sec. 1. (a) A renewal application shall be submitted to the licensing agency on or before December 31 of each odd-numbered year on a form provided by the licensing agency. The application shall be accompanied by the following:

(1) The renewal fee required by 880 IAC 1-1-5.

(2) Evidence of the continuing education required by section 2 of this rule.

(b) A person who holds a license in speech-language pathology or audiology, or both, must renew each license biennially as required by IC 25-35.6-3-6.

(c) A license that is not renewed on or before December 31 of each odd-numbered year becomes invalid. The license may be reinstated within three (3) years of the date of expiration by:

(1) submitting the renewal fee and penalty fee required by 880 IAC 1-1-5; and

(2) the continuing education required by section 2 of this rule.

(d) A license that has been invalid for more than three (3) years may not be reinstated. (*Speech-Language Pathology and Audiology Board; 880 IAC 1-3.1-1; filed Dec 15, 1989, 5:00 p.m.: 13 IR 900; readopted filed Nov 9, 2001, 3:18 p.m.: 25 IR 1345; readopted filed Jul 19, 2007, 12:51 p.m.: 20070808-IR-880070069RFA; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA*)

880 IAC 1-3.1-2 Continuing education

Authority: IC 25-35.6-2-2

Affected: IC 25-35.6-3-6

Sec. 2. (a) Thirty-six (36) clock hours of continuing education are required for license renewal as a speech-language pathologist or an audiologist.

(b) The continuing education requirement may be satisfied by participating in the following activities:

(1) Educational programs presented by state scientific and professional organizations.

(2) University courses taken beyond those required for initial licensure if the course content pertains to the practice of speech-language pathology or audiology.

(3) Lectures or workshops, live or telecast, if the educational program is relevant to the practice of speech-language pathology or audiology.

(4) Self-study, including:

(A) journals and books;

(B) audio tapes;

(C) films and video tapes;

(D) visits to facilities;

(E) meetings with other professionals; and

(F) writing articles for publication.

However, the learning experiences derived from clauses (A) through (F) must pertain to the practice of speech-language pathology or audiology and no more than six (6) hours of the continuing education requirement may be acquired through self-study.

(c) A licensee is not required to complete continuing education requirements for the year in which the initial license is issued.

(d) Continuing education clock hours must be obtained within the biennial renewal period and may not be carried over from one (1) licensure period to another. (*Speech-Language Pathology and Audiology Board; 880 IAC 1-3.1-2; filed Dec 15, 1989, 5:00 p.m.: 13 IR 900; readopted filed Nov 9, 2001, 3:18 p.m.: 25 IR 1345; readopted filed Jul 19, 2007, 12:51 p.m.: 20070808-IR-880070069RFA; readopted filed Nov 25, 2013, 9:22 a.m.: 20131225-IR-880130285RFA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA*)

880 IAC 1-3.1-3 Responsibilities

Authority: IC 25-35.6-1-8; IC 25-35.6-2-2

Affected: IC 25-35.6-3-6

Sec. 3. A licensee must do the following:

(1) Confirm the continuing education required by section 2 of this rule at the time of license renewal on a form provided by the licensing agency.

(2) Retain a record of completion of the continuing education required by section 2 of this rule for four (4) years.

(3) Present verification of completion of continuing education required by section 2 of this rule upon request by the board.

(Speech-Language Pathology and Audiology Board; 880 IAC 1-3.1-3; filed Dec 15, 1989, 5:00 p.m.: 13 IR 901; readopted filed Nov 9, 2001, 3:18 p.m.: 25 IR 1345; readopted filed Jul 19, 2007, 12:51 p.m.: 20070808-IR-880070069RFA; filed Aug 25, 2008, 3:07 p.m.: 20080924-IR-880070671FRA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)

880 IAC 1-3.1-4 Penalty for noncompliance

Authority: IC 25-35.6-2-2

Affected: IC 25-35.6-3-6

Sec. 4. The board will not issue a renewal license to a licensee who fails to comply with section 2 of this rule. *(Speech-Language Pathology and Audiology Board; 880 IAC 1-3.1-4; filed Dec 15, 1989, 5:00 p.m.: 13 IR 901; readopted filed Nov 9, 2001, 3:18 p.m.: 25 IR 1345; readopted filed Jul 19, 2007, 12:51 p.m.: 20070808-IR-880070069RFA; readopted filed Nov 25, 2013, 9:22 a.m.: 20131225-IR-880130285RFA; readopted filed Dec 1, 2014, 8:41 a.m.: 20141231-IR-880140397RFA; readopted filed Oct 28, 2020, 1:59 p.m.: 20201125-IR-880200444RFA)*

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