



## MONTGOMERY COUNTY ETHICS COMMISSION

**October 15, 2025**

**Waiver 25-10-013**

Pursuant to § 19A-12(b)(1)(B) of the Public Ethics Law, a public employee must not be employed by a business that negotiates or contracts with the County agency with which the public employee is affiliated, unless the Ethics Commission grants a waiver.

Bayan Al Sulaihat is a Therapist II at the Behavioral Health and Crisis Services (BHCS) Division at the Montgomery County Department of Health and Human Services (DHHS). She would like to engage in outside employment as a Psychiatric Crisis Clinician at Holy Cross Health – Germantown (“Holy Cross”), an entity that has several contracts with DHHS.

As a Therapist II with BHCS, Ms. Al Sulaihat works at the County’s Crisis Center. If assigned to the mobile crisis team, she goes out on calls, assesses and diagnoses clients, conducts evaluations to determine if a client meets the standard for an emergency evaluation petition, and provides information for additional resources to clients and family members. When assigned to the Crisis Center, she works with clients in residential crisis beds, or she sees walk-in clients to the Center.

In her proposed outside employment at Holy Cross, she would work on various floors as a Psychiatric Crisis Clinician, assessing psychiatric patients who have entered the hospital either voluntarily or through an emergency evaluation petition. She would then make the determination of whether the patient meets the criteria for either voluntary or involuntary inpatient mental health hospitalization.

She would have no contract monitoring, procurement or execution responsibilities in her role with Holy Cross, and she has no contract monitoring responsibilities in her official capacity with DHHS either.

Holy Cross contracts with DHHS but Ms. Al Sulaihat’s role as a Psychiatric Crisis Clinician with Holy Cross is not funded by any County contracts with Holy Cross.

Ms. Al Sulaihat acknowledges that there is a possibility of crossover clients in either of her roles in emergency situations, but she also agrees that she will hand off any such crossover cases once the emergency has subsided and it is safe to do so.

Pursuant to § 19A-8(b)(3) of the Public Ethics Law, the Ethics Commission may grant a waiver of the prohibition of § 19A-12(b) if the Ethics Commission concludes that the proposed

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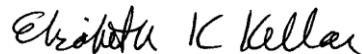
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employment is not likely to create an actual conflict of interest. Upon reviewing the request and the Department's concurrence in and support for the waiver request, the Commission finds that there is no actual conflict of interest. Pursuant to the standard of § 19A-8(b)(3), the Commission grants the waiver of the prohibition of § 19A-12(b).

The Commission notes that while 19A-12(b)'s prohibition is waived, the other provisions of the ethics law are not, including those prohibiting an employee from working on official matters relating to the outside employer. The approval of this waiver is conditioned on the facts upon which the waiver is based remaining unchanged. It is also conditioned on Ms. Al Sulaihat not making referrals as a County employee to Holy Cross. She will pass any DHHS clients needing such a referral to a colleague at DHHS.

This waiver expires when the outside employment approval with which it is associated expires, unless a continuation request for outside employment is timely filed and subsequently approved by the Ethics Commission. In reaching this decision, the Commission has relied upon the facts as presented by Ms. Al Sulaihat.

For the Commission:



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Elizabeth Kellar, Chair