DEPARTMENT OF BEHAVIORAL HEALTH AND DEVELOPMENTAL SERVICES
CORRECTIVE ACTION PLAN

License #: **1217-14-015**
Organization Name: **ELK HILL FARM, INC.**

Date of Inspection: **03-16-2026**
Program Type/Facility Name: **14-015 Fair Meadows**

Standard(s) Cited	Comp	Description of Noncompliance	Actions to be Taken	Planned Comp. Date
12VAC35-46-70. - Each provider shall guarantee resident rights as outlined in § 37.2-400 of the Code of Virginia and in the Rules and Regulations to Assure the Rights of Individuals Receiving Services from Providers Licensed, Funded, or Operated by the Department of Mental Health, Mental Retardation and Substance Abuse Services (12VAC35-115).	N	Fair Meadows This regulation was NOT MET as evidenced by: See OHR citation below.		

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12VAC35-115-50. B. (2) - In receiving all services, each individual has the right to: 2. Be protected from harm including abuse, neglect, and exploitation.	N	Fair Meadows This regulation was NOT MET as evidenced by: "Abuse" means any act or failure to act by an employee or other person responsible for the care of an individual in a facility or program operated, licensed, or funded by the department, excluding those operated by the Department of Corrections, that was performed or was failed to be performed knowingly, recklessly, or intentionally, and that caused or might have caused physical or psychological harm, injury, or death to a person receiving care or treatment for mental illness, intellectual disability, or substance abuse. CHRIS A#20260011 Provider's internal investigation revealed the following: • It was reported to provider that Employee #1 provided Individual #1 with a vape pen. • Employee #1 was part of another investigation that determined Employee #1, in a separate incident, had provided a vape pen to two other individuals, and likely offered the use of the vape pen on other occasions. Employee #1 providing Employee #1's nicotine vape pen to Individual #1 is an act that was performed knowing, recklessly, or intentionally, and that caused or might have caused physical or psychological harm, injury, or death to Individual #1 and is a violation of 12VAC35-115-50(B)(2).	PR) 04/01/2026 PR: Employee #1 was immediately placed on leave during the investigation. Upon the investigation several youth informed the investigator that Employee #1 provided them with nicotine vape pens. Employee #1 denied giving the youth a vape pen. However, it was determined by the Program Director that since this was the second allegation of giving the youth a vape pen it was in Elk Hill's best interest to terminate Employee #1. In addition, the Program Director met with all the other staff in the monthly to go over prohibited activities including not having vape pens on Elk Hill property. Residential Director oversaw the process and ensured that Employee #1 was terminated. OHR/OLR) Accepted 04/06/2026	4/1/2026

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General Comments / Recommendations:

I understand it is my right to request a conference with the reviewer and the reviewer's supervisor should I desire further discussion of these findings. By my signature on the Corrective Action Plan, I pledge that the actions to be taken will be completed as identified by the date indicated.

Heather Hilleary, Human Rights	(Signature of Organization Representative)	Date

C = Substantial Compliance, N = Non Compliance, NS = Non Compliance Systemic, ND = Non Determined