



Jeff Landry
Governor

State of Louisiana
Department of Health and Hospitals

Charlotte F. Martin, M.P.A.
Executive Director

Louisiana Physical Therapy Board

IN THE MATTER OF

PHILLIP THIBODEAUX, PT

LICENSE NO. 09125R

NUMBER: 2026-I-028

VOLUNTARY SURRENDER OF LICENSE

WHEREAS, PHILLIP THIBODEAUX ("Mr. Thibodeaux" or "Respondent") is a Physical Therapist ("PT"), as evidenced by License No. 09125R, and is subject to the jurisdiction and the Rules and Regulations of the Louisiana Physical Therapy Practice Act (La. R.S. 37:2401, *et seq.*), and the Rules and Regulations of the Louisiana Physical Therapy Board ("LPTB" or "Board") (LAC 46:LIV §103, *et seq.*), and enters in the following agreement relative to Complaint No. 2026-I-028.

WHEREAS, the LPTB presents the following facts as the basis for the Voluntary Surrender of License:

1. On or about March 9, 2026, the LPTB received a confidential complaint alleging that Respondent engaged in unprofessional conduct by: videotaping a physical therapy session without the consent of the patient; acting disrespectful and aggressive toward the patient during the session; dismissing her concerns and failing to refer the patient to another healthcare provider to address concerns of unusual bruising; sending a text message to the patient reiterating the comments expressed in the video; distributing the patient video to third parties without the patient's consent.

2. Pursuant to LAC 46:LIV §123, an Investigative Committee was formed to investigate the allegations raised in the complaint.
3. During the investigation, additional evidence was obtained, including a screenshot of a video in which Respondent wrote notes on a whiteboard discussing whether various individuals, including some patients, would survive during the Iran War. The comments contained inappropriate discussions of race, sexual orientation, and violence.
4. Investigative subpoenas were issued to Restore Physical Therapy and Wellness ("Restore") to obtain patient records related to three patients who were believed to have received physical therapy services from Respondent.
5. On May 7, 2026, an initial notice letter was sent to Respondent detailing the allegations made in the complaint and providing the potential laws and rules of the Board that may have been violated by such conduct if the allegations were found to be true. It was requested that Respondent cooperate with the Board's investigation of the complaint and provide, within thirty (30) days, a written response to the allegations.
6. On May 8, 2026, the Investigative Committee received a response to the subpoena which stated that Restore did not possess any records responsive to the subpoena request. The response also indicated two of the individuals did not receive physical therapy services at Restore.
7. On May 12, 2026, the Board sent Respondent a revised notice letter, which included additional charges related to the fact that Respondent failed to produce patient records related to physical therapy services provided to three individuals, whom were believed by the Investigative Committee to have received physical therapy services from Respondent based on its investigation.
8. By letter dated May 26, 2026, Respondent provided a response to the notice letters. Therein he stated that for one of the individuals that received services at his clinic, he provided "demonstrations" of the SoftWave on three occasions but did not consider it physical therapy. He admitted using the SoftWave on other individuals, and not having any records related to such treatment. Respondent further alleged that the video was meant as parody and was not intended as actual clinical interaction or to be intimidating. He further alleged that the whiteboard addressed above was also intended as parody.
9. On June 9, 2026, the Investigative Committee conducted an informal conference with Respondent and his attorney, Taylor Fontenot. During the conference, Respondent reiterated the statements made in his response letter addressed above. Respondent acknowledged that he used inappropriate and demeaning language in the video with a patient, although he continued to state that it was meant as parody. However, the video was made in his clinic, while he was wearing scrubs, the patient requested physical therapy

services during the session, which requests he ignored, and he disclosed information regarding another patient during the session. The Investigative Committee did not find Respondent's statements regarding the video to be credible.

VIOLATIONS RELATED TO RESPONDENT'S CONDUCT

Respondent's conduct described above and otherwise reviewed in this action is subject to and/or in violation of the following provisions of law regarding the practice of physical therapy:

1. La R.S. 37:2420(A)(1) - After due notice and hearing, the board may refuse to license any applicant, or may refuse to renew the license of any person, or may restrict, suspend, or revoke any license upon proof that the person has: (1) Practiced physical therapy in violation of the provisions of this Chapter, the rules of the board, or standards of practice;
2. La R.S. 37:2420(A)(7) - After due notice and hearing, the board may refuse to license any applicant, or may refuse to renew the license of any person, or may restrict, suspend, or revoke any license upon proof that the person has: (7) Been found guilty of unprofessional conduct, including but not limited to departure from, or failure to conform to, the minimal standards of acceptable and prevailing physical therapy practice, in which proceeding actual injury to a patient need not be established;
3. LAC 46:LIV §345(B)(1)(a) - As used in R.S. 37:2420(A)(7) of the Practice Act and in these rules, the term unprofessional conduct does not require actual injury to a patient, and includes, but is not limited to, the following: (1) departure from, failure to conform to, or failure to perform on a continuing basis to the minimal standards of acceptable and prevailing physical therapy practice as defined in §123, or the commission of any act contrary to honesty, justice, good morals, patient safety or the best interest of the patient, whether committed in the course of the licensee's practice or otherwise, regardless of whether actual injury to a patient results therefrom, including, but not limited to: (a) failure to use sound professional judgment;
4. LAC 46:LIV §345(B)(1)(g) - As used in R.S. 37:2420(A)(7) of the Practice Act and in these rules, the term unprofessional conduct does not require actual injury to a patient, and includes, but is not limited to, the following: (1) departure from, failure to conform to, or failure to perform on a continuing basis to the minimal standards of acceptable and prevailing physical therapy practice as defined in §123, or the commission of any act contrary to honesty, justice, good morals, patient safety or the best interest of the patient, whether committed in the course of the licensee's practice or otherwise, regardless of whether actual injury to a patient results therefrom, including, but not limited to: (g) causing, or permitting another person to cause, physical or emotional injury to the patient, or depriving the patient of his individual dignity;
5. LAC 46:LIV §345(B)(11) - As used in R.S. 37:2420(A)(7) of the Practice Act and in these rules, the term unprofessional conduct does not require actual injury to a patient, and

includes, but is not limited to, the following: (11) disclosure to a third party not involved in a patient's care, of information or records relating to the physical therapy provider-patient relationship, except when such disclosure is authorized by the patient or when required or permitted by law;

6. LAC 46:LIV §345(B)(6) - As used in R.S. 37:2420(A)(7) of the Practice Act and in these rules, the term unprofessional conduct does not require actual injury to a patient, and includes, but is not limited to, the following: (6) disruptive behavior—aberrant behavior, including but not limited to harassment, sexual or otherwise, manifested through personal interaction with employees, co-workers, hospital personnel, health care professionals, patients, family members or others, which interferes with patient care or could reasonably be expected to interfere with the process of delivering quality care or jeopardizing patient safety;

7. LAC 46:LIV §345(B)(3) - As used in R.S. 37:2420(A)(7) of the Practice Act and in these rules, the term unprofessional conduct does not require actual injury to a patient, and includes, but is not limited to, the following: (3) failing to create or maintain medical record—a licensee shall create and maintain adequate and legible patient records;

8. LAC 46:LIV §341(A) - A written record of physical therapy treatment shall be maintained for each patient. A complete record shall include written documentation of prescription or referral (if such exists), initial evaluation, treatment(s) provided, PT/PTA conferences, progress notes, reevaluations or reassessments, and patient status at discharge all as defined in §123;

9. LAC 46:LIV §341(B) - A licensee shall maintain accurate patient treatment and billing records and shall not falsify, alter, or destroy such records, the result of which would be to impede or evade investigation by the board or other lawful authorities;

10. LAC 46:LIV §341(F) - A written record of an initial screening for wellness or preventive services shall be kept along with plans for implementation of a wellness or preventive program;

11. LAC 46:LIV §383(A)(1) - Licensees shall cooperate with and assist the board in carrying out its duties. A licensee shall, among other matters: (1) respond or provide information or items requested, respond to a subpoena, comply to a request for a meeting, or complete an evaluation within the time designated by the board or its staff;

12. LAC 46:LIV §383(A)(2) - Licensees shall cooperate with and assist the board in carrying out its duties. A licensee shall, among other matters:(2) not attempt to influence the board, its members, staff or agents by means of intimidation, falsehoods or other means prohibited by law.

13. LAC 46:LIV §307 - As used in connection with providing wellness or preventive services referred to in R.S. 37:2418 C(4), the PT shall:

- (1) perform a screening to determine whether treatment or wellness/preventive services are indicated. The therapist shall inform the individual of the screening results and make recommendations for follow-up with the appropriate health care provider if needed;
- (2) assess the client's wellness/preventive services needs, and, if such services are indicated and desired by the client, develop a written plan, which describes the services to be provided to the client.

14. LAC 46:LIV §303(C) - A PT shall exercise sound professional judgment based upon his knowledge, skill, education, training, and experience, and shall perform only those procedures for which he is competent. If, during evaluation, reassessment or screening, the PT finds that treatment which is outside the scope of his knowledge, experience, or expertise is needed, the PT shall notify the patient or client and provide a referral to an appropriate healthcare provider.

WHEREAS, Respondent, Mr. Thibodeaux, denies the allegations of fact and alleged violations stated hereinabove; however, Mr. Thibodeaux, through counsel, has communicated his desire to voluntarily surrender his PT license in lieu of further disciplinary proceedings;

WHEREAS, Respondent, Mr. Thibodeaux, acknowledges that the following will result due to his voluntary surrender of his license with the LPTB:

1. A report of this Voluntary Surrender of License and the conditions under which the license was surrendered shall be submitted to the National Practitioners Data Bank ("NPDB").
2. Public notification of this Voluntary Surrender of License by posting a copy of this Voluntary Surrender of License on the LPTB website.
3. A three (3) year waiting period before Mr. Thibodeaux will be eligible to apply for licensure with the LPTB.
4. Within six months of seeking reinstatement with the LPTB, Mr. Thibodeaux must submit to a Fit for Duty evaluation by an evaluator to be determined by the LPTB to determine if he is capable of safely returning to the practice of physical therapy with reasonable skill and safety to the public and must comply with any recommendations made by the evaluator.
5. Prior to seeking reinstatement with the LPTB, Mr. Thibodeaux must complete an EBAS - Ethics and Boundaries Assessment course.

6. Prior to the grant of licensure by the LPTB, a hearing shall be held by the LPTB to afford Mr. Thibodeaux an opportunity to present evidence that he is fit to practice as a Physical Therapist in Louisiana. After such hearing, the LPTB may deny or grant licensure, place his license on probation, require the completion of a specific program or remedial education approved by the Board, and/or require monitoring of Mr. Thibodeaux's practice as specified by the Board.
7. Respondent shall pay the Board the sum of \$3,893.36 in partial reimbursement for legal and administrative expenses incurred in this matter. Failure to reimburse associated fees will require the Board to take further action in collection of this debt. Respondent has twelve (12) months to reimburse the total expenses from the date of acceptance of the Voluntary Surrender agreement by the board. At the time of the prescribed date, the amount of the unpaid past due debt will be considered final and transferred to the Louisiana Office of Debt Recovery (ODR). After transfer, the debt is subject to an additional collection fee of up to twenty-five percent (25%) of the total debt liability, as provided for in La. R.S. 46:1676(E).

WHEREAS, Mr. Thibodeaux acknowledges that he has had the opportunity to thoroughly review the content of this Voluntary Surrender of License and that he is informed of and understands his rights to due process in connection with administrative charges, and that prior to final disciplinary action against his license, he would be entitled to have notice of a hearing on the allegations and charges asserted against him through the filing of an Administrative Complaint, and to have an administrative adjudication of such charges, at which time Mr. Thibodeaux would be entitled to be represented by legal counsel, to call witnesses and to present evidence on his own behalf in defense or in mitigation of the charges made, and to a decision thereon by the Board based upon written findings of fact and conclusions of law pursuant to La. R.S. 49:950, *et seq.*;

WHEREAS, Notwithstanding his right to an administrative hearing and a decision thereon as provided by La. R.S. 49:975, *et seq.*, in recognition of the stipulations set forth above and for the final disposition of this administrative action, Mr. Thibodeaux, nonetheless, waives his right to formal adjudication and voluntarily surrenders to the Board his license to practice as a physical therapist in the state of Louisiana as evidenced by License No. 09125R. Mr. Thibodeaux also

hereby authorizes a member of the Investigative Committee or the Board attorney to present this Voluntary Surrender of License to the LTPB for its consideration, and to fully disclose to and discuss with the Board the nature and results of the investigation, and he waives any objection to such disclosures under La. R.S. 49:950, *et seq.*;

WHEREAS, Mr. Thibodeaux acknowledges, stipulates and agrees that the voluntary surrender of his license in lieu of an administrative action shall have, and shall be deemed by the Board to have the same effect as if the Board had entered an order of revocation upon the conclusion of formal administrative proceedings. Mr. Thibodeaux further acknowledges, stipulates and agrees that as a result of the voluntary surrender of license, he shall not have any right or entitlement to reinstate or renew his license to practice as a physical therapist in the state of Louisiana. Respondent may request reinstatement in accordance with the LPTB's Rules in accordance with the terms of this agreement;

WHEREAS, by the voluntary surrender of his license in lieu of disciplinary action, Mr. Thibodeaux, moreover, acknowledges, stipulates, and agrees that he waives any right to which he may be entitled pursuant to the Louisiana Administrative Procedure Act or which otherwise may be afforded to him by law, to contest his agreement to, or the force and effect of this document in any Court related to the matters referred to herein;

WHEREAS, Mr. Thibodeaux stipulates to the following:

1. Respondent authorizes the Investigating Board Member and legal counsel assisting the Investigating Board Member to present this Voluntary Surrender of License to the full Board for its consideration and to fully disclose and discuss with the Board the nature and results of the investigation. Respondent waives any objection to such disclosures under La. R.S. 49:977.2 and expressly acknowledges that the disclosure of such information to the Board shall be without prejudice to the Investigative Board Member's authority to proceed with prosecution of the Administrative Complaint against him, or to the Board's capacity,

as currently comprised, or any future composition of the Board, to adjudicate such Complaint, should the Board decline to approve this Voluntary Surrender of License. Should the Board decline to approve this Voluntary Surrender of License, Respondent retains all rights to due process including, but not limited to, his right to have notice of any allegations or charges against him, to administrative adjudication of such allegations or charges, and to a subsequent final decision rendered upon written findings of fact and conclusions of law.

2. Respondent acknowledges that presentation to and consideration by the Board of this Voluntary Surrender of License, including presented documentary evidence and information, shall not unfairly or illegally prejudice or preclude the Board, or any of its members, as the Board is currently constituted, or any future appointments to the Board, from further participation in hearings or resolution to these proceedings.
3. Respondent acknowledges that this Voluntary Surrender of License becomes effective only upon signature by the Board Chair; and
4. Respondent acknowledges that all communication(s) regarding compliance with and/or fulfillment of the requirements of this Voluntary Surrender of License shall be in writing between Respondent and the Board Executive Director. No verbal communication(s) shall be considered proof of compliance or commitment. Respondent acknowledges that it is the responsibility of the Respondent to fully comply with the Voluntary Surrender of License and proactively communicate with the Board Executive Director.

WHEREAS, Mr. Thibodeaux acknowledges that he has had the opportunity to seek the advice and guidance of legal counsel with respect to this Stipulation;

WHEREAS, based upon the above, Mr. Thibodeaux surrenders his license held with the LPTB, particularly No. 09125R.

PHILLIP THIBODEAUX

Date

I, **PHILLIP THIBODEAUX**, have read the Voluntary Surrender of License, understand it, and agree to be bound by its terms and conditions.

DATED: 9/21/26

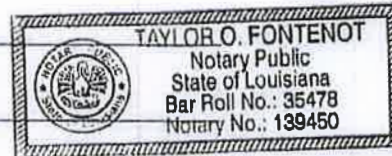
Phillip Thibodeaux
PHILLIP THIBODEAUX

SUBSCRIBED AND SWORN TO before me this 21st day of September 2026,
at Lafayette, Louisiana.

[Signature]
Notary Public

Printed Name: _____

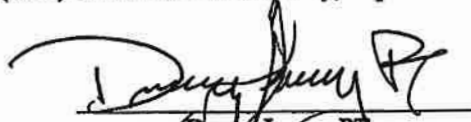
My Commission Expires: _____



ORDER

The Louisiana Physical Therapy Board, represented herein by its Chair, having examined the Voluntary Surrender of License, Case No. 2026-I-028, accepts the Voluntary Surrender of License in this matter on this 23 day of September, 2026. Accordingly, the Board orders as follows:

1. A report of this Voluntary Surrender of License and the conditions under which the license was surrendered shall be submitted to the National Practitioners Data Bank ("NPDB").
2. Public notification of this Voluntary Surrender of License by posting a copy of this Voluntary Surrender of License on the LPTB website.
3. A three (3) year waiting period before Mr. Thibodeaux will be eligible to apply for licensure with the LPTB.
4. Within six months of seeking reinstatement with the LPTB, Mr. Thibodeaux must submit to a Fit for Duty evaluation by an evaluator to be determined by the LPTB to determine if he is capable of safely returning to the practice of physical therapy with reasonable skill and safety to the public and must comply with any recommendations made by the evaluator.
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7. Respondent shall pay the Board the sum of \$3,893.36 in partial reimbursement for legal and administrative expenses incurred in this matter. Failure to reimburse associated fees will require the Board to take further action in collection of this debt. Respondent has twelve (12) months to reimburse the total expenses from the date of acceptance of the Voluntary Surrender agreement by the board. At the time of the prescribed date, the amount of the unpaid past due debt will be considered final and transferred to the Louisiana Office of Debt Recovery (ODR). After transfer, the debt is subject to an additional collection fee of up to twenty-five percent (25%) of the total debt liability, as provided for in La. R.S. 46:1676(E).



Danny Lewy, PT
Chairman