



January 22, 2026

Paul W Tobias

[REDACTED]  
Buena Vista, VA [REDACTED]

Dear Paul,

Please be advised that the Board of Certification, Inc. (BOC) Professional Practice and Discipline Committee (Committee) has rendered the following decision with respect to the charge that you violated Codes 3.2 and 3.10 of the Code of Professional Responsibility (COPR) section of the BOC Standards of Professional Practice.

In a Charge letter dated December 11, 2025, the BOC informed you that the Committee had determined that good cause existed to believe that you have violated Codes 3.2 and 3.10 of the COPR section of the BOC Standards of Professional Practice. Specifically, on or about April 17, 2025, you pled guilty to 1 count of violating Virginia Code §18.2-67.3.A.5 Aggravated Sexual Battery. On April 18, 2025, you were sentenced to 5 years of incarceration (suspended) and then placed on supervised probation for a period of 4 years. On May 5, 2025, the Virginia Board of Medicine suspended your license for a felony conviction.

Factual Findings

1. On January 22, 2025, you were indicted for 3 counts of violating Virginia Code §18.2-67.3.A.5 Aggravated Sexual Battery.
2. On April 17, 2025, you pled guilty to one count of violating Virginia Code §18.2-67.3.A.5 Aggravated Sexual Battery.
3. On April 18, 2025, you were sentenced to 5 years of incarceration (suspended) and then placed on supervised probation for a period of 4 years.
4. On April 23, 2025, BOC received news alerts of your sentencing.
5. On April 25, 2025 BOC received a copy of the Indictment, Plea, and Sentencing Order from the Virginia Circuit Court of Buena Vista.
6. On April 28, 2025, the BOC suspended your certification and sent you a Notice and Emergency Suspension Order electronically via Eversign. You viewed the Notice & Emergency Suspension Order on the same day. BOC did not receive a response.
7. On May 5, 2025, the Virginia Board of Medicine issued you a Suspension notice, suspending your state license until such time that you apply for reinstatement based on a felony conviction of aggravated sexual assault.
8. On August 19, 2025, the BOC sent you a Consent Agreement electronically via Eversign for suspension of your certification. The BOC did not receive a response.
9. On September 4, 2025, the BOC left you a voicemail reminder and sent a reminder electronically via Eversign. The BOC did not receive a response.
10. On September 24, 2025, the BOC sent you a Consent Agreement via USPS Certified mail for suspension of your certification. The BOC did not receive a response.
11. On October 20, 2025, per USPS records, the document was marked as Unclaimed and returned to the BOC.
12. On November 3, 2025, the BOC sent you a Charge letter electronically via Eversign for suspension of your certification. The BOC did not receive a response.
13. On November 4, 2025, the BOC received the mailed Consent Agreement back, marked by USPS as Unclaimed.
14. On November 18, 2025, the BOC left you a voicemail reminder and sent you a reminder electronically via Eversign regarding the Charge letter. The BOC did not receive a response.

15. On December 11, 2025, the BOC mailed you a Charge letter via USPS Certified mail.
16. On December 15, 2025, per USPS records, the Charge letter was delivered.
17. On December 22, 2025, the BOC received a USPS Certified mail receipt back unsigned.
18. To date the BOC has not received a response.

### Conclusions

Based on the lack of response to the Consent Agreement, the Committee determined that the facts above are valid and that such actions violate Codes 3.2 and 3.10 of the COPR section of the BOC Standards of Professional Practice:

Code 3.2: The Athletic Trainer, specialist or applicant, practice in accordance with applicable local, state and/or federal rules, requirements, regulations and/or laws related to the practice of athletic training including, without limitation, applicable state licensing and ethical requirements.

Code 3.10: The Athletic Trainer, specialist or applicant takes no action that leads, or may lead, to the conviction, plea of guilty or plea of nolo contendere (no contest) to any felony or to a misdemeanor related to public health, patient care, athletics or education;; this includes, but is not limited to: rape; sexual abuse of a child or patient; actual or threatened use of a weapon of violence; the prohibited sale or distribution of controlled substance, or its possession with the intent to distribute; or the use of the position of an Athletic Trainer to improperly influence the outcome or score of an athletic contest or event or in connection with any gambling activity.

As a result, the Committee has issued the following sanctions regarding your certification:

Your certification status is considered Suspended. Suspension of a BOC certification is considered public information and may be published or otherwise disclosed by the BOC. Further, while your certification is Suspended, you are not authorized to do the following:

1. Represent yourself to the public as a practicing Certified Athletic Trainer or Board-Certified Specialist or use the certification marks ATC® or BCS-O following your name; or
2. Serve as an item writer for any BOC certification exam; or
3. Serve as a supervisor or preceptor of students who are satisfying the athletic training requirements for certification eligibility.

You may petition for reinstatement in accordance with Section 13 of the BOC Discipline Procedures. Such petition may be brought by Respondent no sooner than the date of their release from incarceration for the offenses listed in Paragraph 2 on Page 1. Contact the BOC office for instructions on how to petition for reinstatement, fees, and procedures.

Paul, this matter will remain a part of your BOC certification file and may be used for the purpose of determining sanctions in any future matters that come before the BOC Professional Practice and Discipline Committee or other Disciplinary Panels. You have the right to appeal a decision made by the Committee. An appeal must be received by the BOC within thirty (30) days of receipt of this decision. The appeal must be written and addressed to the BOC Chief Executive Officer. For details regarding the appeal process, please see the enclosed procedures.

Sincerely,

*Anne M. Minton*

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Signature

Anne M Minton

Printed Name

Chief Executive Officer

Title

Jan 23 2026

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Date

cc: BOC Professional Practice and Discipline Committee  
BOC Counsel  
Virginia Board of Medicine

Enclosures: [BOC Standards of Professional Practice](#)  
[Professional Practice and Discipline Guidelines and Procedures](#)  
Copy of the Indictment  
Copy of Sentencing Order  
Copy of the Notice & Emergency Suspension Order  
Copy of the Consent Agreement  
Copy of the Charge Letter