

Risky Business For Physicians: Practical Tips for Limiting Liability

*Presented by Sara Goldsmith Schwartz
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The ever-changing demographics and legal protections in today's work environment, whether in an office or an operating room, often foster ambiguity about the parameters of acceptable workplace behavior. Providing excellent medical care while maintaining a work culture that effectively accepts and incorporates differences, is possible, but only where the commitment to diversity and sensitivity in the workplace is universal. This seminar qualifies for Risk Management CME credits, and can be tailored for physicians who are employed by a health care institution and/or physicians who merely have medical staff privileges at a health care institution.

This interactive presentation will transcend typical diversity and sensitivity programs to address the unique issues that physicians encounter when managing employees and working with patients and family members. Physicians will learn about developing areas of employment law and how risky subjects can lead to harassment, discrimination, retaliation and other legal claims. This program will focus on practical solutions for effectively managing workplace diversity, as well as the potential individual and corporate exposure resulting from a failure to appropriately adapt behavior and conduct.

Topics may include:

- The Hospital's Written And Unwritten Codes Of Conduct
- Risky Subjects That Lead To Workplace Complaints
- Harassment: It's Not Just About Sex Anymore
- Avoiding The Cursed Lawsuit By Swearing Not To Swear
- Bullying In The Workplace
- Improving Communication Skills Despite Language Barriers
- Trends In Discrimination Law: Transgender Employees And Family Responsibilities Discrimination
- Why Do Patients And Family Members Have Similar Rights As Employees?
- The Physician's Unique Responsibilities As A Manager
- The Physician's Role When Misconduct Occurs



About Sara Goldsmith Schwartz

Schwartz Hannum PC is a law firm based in Andover, MA, providing labor and employment counsel to a wide variety of businesses and non-profit organizations, including many health care institutions and medical practices.

Sara Goldsmith Schwartz, Managing Partner, is a *cum laude* graduate of both Yale College and Harvard Law School. She began her legal career at the law firm of Ropes & Gray in Boston, after completing a federal court clerkship with The Honorable William Young in Boston. Sara's practice includes the representation of employers with respect to employment discrimination claims in government agencies and courts throughout the United States, as well as counseling clients and representing them with respect to traditional labor law issues. Sara is a frequent speaker at seminars for attorneys, human resources professionals and physicians.

Sara was listed in the November 2007 issue of *Boston Magazine* and in *Massachusetts Super Lawyers 2007*, for the fourth consecutive year, as a Super Lawyer and top Labor and Employment attorney in Massachusetts. In 2006 and again in 2007, Sara was recognized by *Chambers USA* as a leading attorney in her area of expertise. *Chambers* publishes guides world-wide on law firms and lawyers and is a highly recognized leader in its field. Sara generated impressive feedback from *Chambers'* research sources who in 2006 cast her as a "smart and tenacious lawyer. She has the drive and determination to succeed." In 2007, sources described her as "a businesswoman: diligent, thorough and always prepared," with an "aggressive and adversarial style, much appreciated by her clients." Sara was selected as one of the "Up and Coming Lawyers in Massachusetts" in 2001 by *Massachusetts Lawyers Weekly*.

For information regarding this presentation, please contact Sara Goldsmith Schwartz at 978-623-0900 or schwartz@shpclaw.com