

Legal Aspects of Healthcare Management

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Key Legal Terms and Employment Laws Impacting Healthcare:

- Age Discrimination in Employment Act (ADEA)
- Americans with Disabilities Act (ADA) 1990
- Arbitration
- Civil Rights Act – 1964 and 1991
- Drug-free Workplace Act
- Employment-at-will
- Equal Opportunity Employment Act (EEO)
- Equal Pay Act
- Fair Labor Standards Act (FLSA)
- Family Medical Leave Act (FMLA) 1993
- Flextime
- Health Insurance Portability and Accountability Act (HIPAA)
- Mediation
- National Labor Relations Act
- Occupational Safety and Health Act
- Office for Civil Rights (OCR)
- Protected health information (PHI)
- Quid pro quo
- Reasonable accommodation
- Sexual harassment
- Undue hardship
- Whistleblower

Human Resources help guide healthcare and health information leaders to ensure employment laws are followed with regards to prohibiting discrimination based on: race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity.

It is extremely important to keep in mind that if you are struggling or a staff member is struggling that Human Resources can often help match staff up with a variety of resources available from the healthcare organization. Help may be extended through an Employee Assistance Program which can help with issues that may be affecting the employee's work performance or overall wellbeing but may or may not be related to work such as financial issues, health issues, legal issues etc.

Often there is a systems perspective that can be applied to Human Resources Management. Leaders and Human Resources work hand in hand to help each other reach the same goal to provide the most efficient and effective pool of individuals and information to meet the organization's needs.