



Hypothetical #1 – Tables 1, 2, and 3

Sam informs you that Nancy's performance only continues to decline, and that he has heard rumors that Nancy has been taking to social media to voice her staffing complaints about the hospital. Sam wants to terminate Nancy.

You pull up Nancy's Facebook account but are unable to see her posts because of her privacy settings. You can tell, however, from her friends list that several other hospital employees are Facebook friends with Nancy.

What are your next steps?



Hypothetical #2 – Tables 3 and 4

You have now interviewed three employees who are regularly staffed on Dr. Simon’s surgeries. The first two state that they have occasionally heard Dr. Simon talk about political issues during surgery but cannot remember specifics, and each denies ever hearing him make comments that could be construed as inappropriate or offensive.

The third employee tells you that Dr. Simon discusses sensitive political issues in the workplace “all the time.” She identifies specific comments and jokes. She states that on one occasion, he told a joke about migrants containing a racial slur, and that several others who were present in the operating room laughed at his joke. She specifically identifies the two witnesses you’ve already interviewed. She states that although she was personally offended by these comments, she never reported them for fear of retaliation. However, she denies submitting the anonymous complaint.

Where do you go next in your investigation?



Hypothetical #3 – Tables 3 and 4

After you meet with the charge nurse (who denies all of John's allegations about Kayla), but before you meet with Kayla, Kayla presents a letter from her doctor indicating that she is beginning a 6-week in-patient substance abuse treatment program.

Where do you go from here?



Hypothetical #4 – Tables 3 and 4

You learn during the investigation that Paul has dementia and Diane confirms that, unfortunately, he does sometimes behave inappropriately but that addressing it with him doesn't help because Paul doesn't remember these conversations.

How, if at all, does this affect your investigation?