



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 1 and 2

During your investigation, Dr. Simon admits to talking about politics during his surgeries but says that no one has ever objected. Upon further questioning, he admits that he may have made jokes in the past about immigration or gender identity issues, but he states that he has heard other physicians, including the hospital's Chief Medical Officer, make similar comments and jokes in the workplace.

Some of the doctors identified by Dr. Simon are employed directly by your hospital. The Chief Medical Officer is employed by a parent company through a management agreement.

What are your next steps?



Hypothetical #3 – Tables 1 and 2

During the investigation you learn that Kayla has higher levels of pain medication administration than her peers and that there are recent instances where she has failed to timely waste medication or has wasted medication without the required witness. You suspect diversion.

What are your next steps?



Hypothetical #4 – Tables 1 and 2

Amy reveals during her interview that she has audio recorded some of the offensive patient interactions with Paul using her cell phone and has shared them with her husband, who is very upset and wants her to quit her job.

What are your next steps?