



## Hypothetical #1 – Tables 4, 5, and 6

Nancy wants her disciplinary action removed from her personnel file. She threatens that if it is not removed, she will go to Joint Commission with her patient safety concerns. She says she has audio recordings of staff meetings where she and other nurses voiced concerns about specific patient safety issues, and she threatens to send these recordings to Joint Commission.

What do you do next?



## Hypothetical #2 – Tables 5 and 6

During the investigation, you receive information to suggest that the anonymous complaint came from a traveling nurse whose contract is ending next week and who has had very little interaction with Dr. Simon.

Meanwhile, you've approached Dr. Simon about coming in for an interview and he has told you that he will only sit for an interview if his lawyer can be present.

How do you proceed?



### Hypothetical #3 – Tables 5 and 6

During the investigation, Kayla claims that John was the one always disappearing and that she believes he is just trying to get her in trouble because they did not get along while he was employed. You pull video surveillance and see some evidence of both Kayla and John disappearing for long periods of time.

What are your next steps?



## Hypothetical #4 – Tables 5 and 6

Diane asks that Amy no longer provide care for Paul because Paul prefers having white caregivers.

How do you address this?