



**FORBES**  
LAW GROUP, LLC

# Employee Discipline

Northland Medical Managers

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# Protected Classes of Employees

- Race
- Age
- Sex
- Pregnancy
- Disability
- National Origin and Ancestry
- Religion
- Workers' Compensation
- Whistleblower

# Considerations with Employee Discipline

- Consistency
- Protection of the Organization
- Flexibility
- Employment at will
- Creation of Employment Contract

# Discipline Policies

- Hierarchy of Discipline vs Options for Discipline
  - Verbal warning
  - Written warning
  - Suspension
  - Termination
- Factors considered in selecting level of discipline
- Examples and Lists
- Who has authority

# Interaction Between Policies

- Employee Handbook
- Compliance Policy
- HIPAA Policy
- Actual Practice

# Application of Discipline

- Follow your policies
- Be consistent
- Document in personnel file
- If related to HIPAA or compliance, keep a log

# Questions??

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