

Behavioral Intervention for Employees: An HR Perspective

Description

Most employee behavioral problems are not recognized or dealt with until it is too late. Issues of violence, substance abuse, high levels of medication use, and increasing pressure have impacted the workplace. Employers are unsure of the legal implications for their actions, which often results in employers feeling paralyzed.

This program will help you understand how to walk the thin line in addressing these workplace issues with a behavioral intervention team, integrating management training with recognition of early warning signs, and knowledge of the laws.

Mental health problems are considered “taboo”. Recognizing and addressing behavioral problems is much more difficult if the issues are not addressed. Understanding the laws such as ADA, FMLA, NY Human Rights Laws, and GINA, along with having the mental health tools to address the issues helps prevent them from becoming a crisis.

From this program, participants will gain answers to questions such as:

1. What types of accommodations may be reasonable for employees with mental disabilities?
2. When a violent or suicidal employee says that they are ready to return to work, what documentation can the employer require and what steps should the employer take to ensure safety in the workplace?
3. Are any accommodations appropriate for an employee taking depression medication, which is constantly late to work?
4. Can you recommend that an employee receive counseling?

About Our Presenters

Sharon Stiller is a partner and director of the Employment Law Practice at Abrams, Fensterman, Fensterman, Eisman, Formato, Ferrara & Einiger, LLP. Ms. Stiller advises businesses and executives about labor law compliance, represents businesses in federal and state labor department audits, and litigates employment matters, including state and federal discrimination, contract, confidentiality, non-compete, and similar claims. She also helps businesses audit their employment practices and is a frequent trainer for businesses in sexual harassment, social media issues, disability discrimination, and affordable health care compliance. Ms. Stiller received a J.D. from Albany Law School. She is a fellow of the prestigious College of Labor and Employment Lawyers, and is the author of two treatises on employment law, *Employment Law in New York* (West Group 2012) (2nd Series) (Volume 13A of the New York State Practice Series) and the national treatise, *Expert Witnesses: Employment Cases* (Thomson West 2008-2009).

Carolyn Wolf is a Senior Partner in the law firm of Abrams, Fensterman, Fensterman, Eisman, Formato, Ferrara & Einiger, LLP and Director of the Firm's Mental Health Law practice. Ms. Wolf's practice concentrates in the areas of mental health and health care law, representing mental health and health care professionals, major hospital systems and community hospitals, institutional and community outpatient programs, skilled nursing facilities, higher education institutions, individuals and families. Her expertise includes mental hygiene law, including retention and treatment over objection psychiatric cases, mental health warrants, capacity determinations, informed consent and medical treatment cases, confidentiality and release of records matters, and interaction with law enforcement in health care facilities and institutions of higher learning. Ms. Wolf holds a J.D. from Hofstra University School of Law, an M.S. in Health Services Administration from the Harvard School of Public Health and an M.B.A. in Management from the Hofstra University School of Business. The New York Times Sunday Edition (February 9, 2013) ran a front page story in the New York section Ms. Wolf's unique mental health practice that impacted and saved the lives of people with serious mental health issues.

Entitled "[A Guide in the Darkness](#)", the story details the comprehensive services Carolyn provides, which includes coordinating with licensed mental health professionals, care management teams, hiring security when necessary, organizing interventions and successfully maneuvering through the complex mental health and legal system.

This program is approved for 2 general credit hours.

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Where?

The Inn on Broadway

When?

September 17, 2013

7:30 – 8:00 am Registration & Networking

8:00 -10:00 am Presentation

Cost:

Members \$20 (\$25 after 9/10/13)

Non-members \$30 (\$35 after 9/10/13)

To Register:

<http://www.humanresources.org/meetings-events/index.cfm>

For questions regarding registration contact Katie Dayton at (585)249-2879 or email kdayton@bonadio.com.

