

# Allied Health Medical Law & Ethics



## Module C Workplace Law and Ethics



7/26/2016

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# Factors Influencing Workplace Environments



- Professionalism
  - treat all patients with the same standards
- Discrimination
- Privacy
- Cultural considerations
- Religious considerations

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# Effective Hiring Practices



- Clear policies and procedures
- Effective background screening
- Effective interview practices
  - Legal questions
- Application form
- Clear job description

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## Federal Regulations Affecting Hiring Practices



- Equal employment opportunity and employment discrimination
- Employee
- Compensation and benefits regulations
- Consumer protection and collection practices health and safety

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## Equal Employment Opportunity



- Title VII of the Civil Rights Act
- Civil Rights Act of 1991
- Equal Employment Opportunity Act of 1972
- Pregnancy Discrimination Act of 1978
- Age Discrimination in Employment Act of 1967

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## Equal Employment Opportunity: Continued



- Rehabilitation Act of 1973
- Americans With Disabilities Act of 1990
- National Labor Relations Act of 1935

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## Employee Health & Safety

- Occupational Safety and Health Act of 1970
- Clinical Laboratory Improvement Act of 1988
- Health Maintenance Organization Act of 1973
- Consolidated Omnibus Budget Reconciliation Act of 1985
- Drug-Free Workplace Act of 1988

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## Compensation & Benefits Regulations

- Social Security Act of 1935
- Fair Labor and Standards Act of 1938
- Equal Pay Act of 1963
- Unemployment Compensation Laws

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## Compensation & Benefits Regulations: Continued

- Federal Insurance Contribution Act of 1935
- Worker's Compensation Act
- Employee Retirement Income Security Act of 1974
- Family and Medical Leave Act of 1994

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## Consumer Protection and Collection Practices

- Emergency Medical Treatment and Active Labor Act
  - Section of COBRA
- Fair Credit Reporting Act of 1971
- Equal Credit Opportunity Act of 1975

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## Consumer Protection and Collection Practices: Continued

- Truth in Lending (Regulation Z) of 1969
- Fair Debt Collection Practices Act of 1978
- Federal Wage Garnishment Law of 1970

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## Suggested Reference

Fremgen, B.F., Medical Law and Ethics, 5<sup>th</sup> edition (2016). Pearson Education, Inc. ISBN 978-0-13-399898-6

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