

## Health Care Providers: What Could Go Wrong?

Three former employees of a resident care facility alleged they were terminated from employment for reporting resident neglect to the state department governing the entity. The matter settled for **\$45,000** cumulatively for all three claimants.

A medical facility was sued for allegedly terminating the claimant in retaliation for objecting to the facility's alleged "illegal sanitizing and disinfecting procedures" of medical equipment. Nearly **\$50,000** was paid in defense costs.

A former employee of a radiology center filed an EEOC charge and later made a demand for unpaid overtime wages, as well as advising that a suit would be filed for age and race discrimination. The center provided a response to counsel for the claimant, but suit was never filed. Although no settlement was paid, **\$4,700** was paid in defense costs.

The former director of clinical programs at a medical clinic alleged sexual harassment and discrimination, retaliation and unpaid overtime. The director was involved in a consensual relationship with the owner of the clinic. However, the director maintained that after the relationship concluded, she was subjected to untoward advances from the owner. After several attempts to resolve pre and post litigation, a settlement was reached. Nearly **\$60,000** was paid in defense and settlement costs.

A former employee who served as legal counsel for a clinic filed a complaint before a state administrative agency for alleged discrimination based upon sex. She contended that she routinely challenged unequal pay in comparison to her male counterparts and certain management's general discriminatory treatment of women in the workplace. She alleged that she was terminated in retaliation for opposing such practices. The matter settled for **\$60,000** with **\$162,000** in defense costs.

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