



CNA HealthPro

Useful Tools to Manage Employment-Related Risks

CNA HealthPro is pleased to introduce H.R. Web Training, an interactive, web based tool that helps dentists insured through the Professional Protector Plan *for Dentists* to develop recognized and current employment practices and procedures. CNA is offering this service through The AGOS Group, LLC, a nationally recognized human resources consulting and training company. The system features a menu of training and best practice tools designed to empower organizations in their efforts to manage their workplace and help minimize incidents and litigation.

H.R. Web Training has been designed to assist businesses in complying with employment practices requirements established by state law by providing training in an interactive web based format, and tracking employee participation through an easy to use, online tool.

In addition, H.R. Web Training includes:

- **TRAC™ (Teamwork, Respect, Awareness and Communication) Training**—online sensitivity and diversity training
- Weekly **training bulletins** geared to issues most important to managers and supervisors; concise training bulletins provide ongoing training on the latest exposures
- An **online library** of articles and management briefs on a wide range of workplace related topics, including state-specific information on many issues
- A searchable archive of **real-life workplace scenarios**—with strategic analysis and suggestions—to provide insight into the proper management of workplace-related risks
- **Self-assessments** on a wide range of topics help you evaluate risk/exposure levels, while privately and proactively helping reduce exposure
- Model workplace **policies, forms and links** to hundreds of workplace-related websites

To access H.R. Web Training, go to www.agosnet.com/cna. By registering for the service using your CNA/PPP policy number, you will be free to collect information that suits your specific needs.

EPL Helpline Changes

Dentists insured through the Professional Protector Plan *for Dentists* also have the option of accessing employment practices advice through a toll-free hotline. As of January 1, 2007, the hotline number has changed to 1-888-CNA-EPL1 (1-888-262-3751). The CNA Employment Practices Liability Helpline is now staffed by Jackson Lewis, a national law firm specializing in employment law.

Advice from the CNA Employment Practices Liability Helpline is provided at no additional charge to dentist policyholders. You'll receive proactive, effective information and strategies to manage employment-related workplace risks.

Policyholders who have accessed the CNA Employment Practices Liability Helpline have found it to be a useful resource to help them understand and manage sensitive human resource issues. The service is valuable to small businesses, such as dental practices, that do not have a dedicated human resources department.

Among the issues generating employment practices liability questions and discussions are:

- Medical leave issues, especially in regard to employees on leave who may experience a change in job status upon returning to work
- Allegations of unfair treatment or harassment relating to age discrimination
- Handling discipline arising from employee dishonesty
- Unique circumstances not addressed within the materials on the H.R. Web Training website

Helpline lawyers are first and foremost active listeners. They can offer valuable guidance on appropriate procedures (file documentation, best practices, etc), consideration of potential options, and development of a game plan. They will discuss comprehensive risk management strategies for the situation as you present it, using proactive information and expertise in preventing or managing workplace risk. The helpline attorneys will keep consultations confidential, unless required otherwise by law. Jackson Lewis lawyers provide general advice on employment practices matters and are not a substitute for your own employment law attorney if you face legal decisions.

The services described above are not available to policyholders in the state of New York.

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