# The Psyche at Work:  
*Help for lawyers’ worries about employees’ mental disorders, trauma, and violence*

**December 16, 2011**

## Agenda

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<th>Time</th>
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<td>8:00 – 8:30</td>
<td>Continental Breakfast, Check-In, and Introductions</td>
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| 8:30 – 9:45 | *Mental Disorders – How Psychiatrists Know ‘Em When They See ‘Em?*  
First psychiatrists’ and then lawyers’ view of common clinical disorders, personality disorders, and psychosocial/environmental factors: assessment, treatment, and options.  
A psychiatrist’s office is the stage for two patients’ narratives of dramas at work involving different but common mental health disorders. The audience witnesses the psychiatrist’s assessment, evaluation and treatment logic, followed by panel and audience discussion. A brief lecture will summarize how to recognize other health disorders. |
| 9:45 – 11:00 | *What are reasonable, effective, pointless, or unwittingly harmful accommodations: What should a lawyer know to accommodate constructively?*  
Useful questions and constructive answers for reducing impact of mental problems and helping mentally disabled persons maintain their workplace productivity.  
The stage will again be set to demonstrate the workplace impact of two employees mental health disorders, this time focusing on effective and less effective responses, and critical questions and information. We will examine best practices for interactions between a workplace representative or plaintiff’s counsel and a mental health professional. A brief lecture will summarize thorny issues of accommodation and information exchange for effective solutions. |
| 11:00 – 11:30 | *Legislative changes to the ADR and how they impact practice: interpretation from mental health professional and lawyers’ perspectives.* |
| 11:30 – 12:30 | *Ethical Constraints for the Lawyer Informed by Psychiatry: How Knowledge can be Powerful and Create Complexity*  
Faculty will facilitate discussion of scenarios raising ethical conundrums involving issues of mental health disorders, privilege, confidentiality, risk, and obligations to corporate entities, co-workers, and the community. |
| 12:30 – 1:15 | Lunch (provided)                                                     |
| 1:15 – 2:30 | *Psychological Trauma and Injury at Work: How trauma operates in the psyche; employer and patient responses and treatments; recognizing genuine sufferers and finding fakers, prevention strategies.*  
Through different traumatic event scenarios, we will examine how different traumatic events may cause psychological injuries, as these play out in the workplace and with the mental health professional. Participants will witness the professional evaluate whether the suffering is genuine and will learn strategies for preventing or reducing traumatic aftermath. |
2:30 – 2:45  Break

2:45 – 3:45  *Bloody and Not-so-Bloody Violence in the Workplace: How to see our biggest fear coming and stop it from happening.*

The stories we fear most are of “willful” workplace violence: what’s a lawyer, manager or co-worker to do with stalking, threats, strange, or abusive incidents? What training should co-workers have? What’s a real red flag for alarm and when it is over-reacting? This segment will focus on a lawyer’s and a manager’s consultations with a psychiatrist when strange things happen. A brief lecture will summarize what to look for, information to gather, and precautions to take for reducing risks of workplace violence.

3:45 – 4:00  Break

4:00 – 5:00  *Tell Tale Signs, Workplace Risks and Treatment of Substance Abuse*

Lecture presentation with discussion.