



Legal Issues in Crisis Recovery

Janice M. Abraham

February 2002

Returning to Normal

Safety First

- Communicate
 - Just the facts
 - FERPA
 - USA Patriots Act



Crisis Decision making

Maintain Parity Between Tragedies

- Anticipate Criticism
- Anticipate Follow-On Problems
- Compassion and consistency

Returning to Work Ready or Not!

FMLA and ADA

- Serious health condition
- Special accommodations
 - Adjustment disorder
 - Anxiety
- Parity



Terrorism Coverage

Latest from the Hill

Latest from the insurance markets



What's a campus to do?

Understand coverage

- Crime-Hate Crime-Terrorism
- Disclose to senior administration and board
- Work with local authorities on preparedness
- Review disaster/crisis plans
- Don't become complacent

Next steps on campus

What will you change?

- Who will be involved?
- How will you test the plan?
- What more do you need?

