



Knoxville Bar Association / Lawyer Referral & Information Service  
**COMMUNITY E-NEWSLETTER**

## Welcome to our Community E- Newsletter

The Knoxville Bar Association (KBA) members are committed to improving the legal profession and the community through programs to educate, communicate and serve. The Association's purpose is and has always been to maintain high standards in the legal profession and provide legal education for Knoxville attorneys. Today, the



### **In This Issue**

[Free Community Law School](#)

[Need a Lawyer?](#)

[What Employers Can Learn From  
Penn State](#)

For thousands of attorneys. Today, the Association continues to support those basic principles, and has expanded to include public service which provides better access to legal services for all citizens in the Knoxville community.

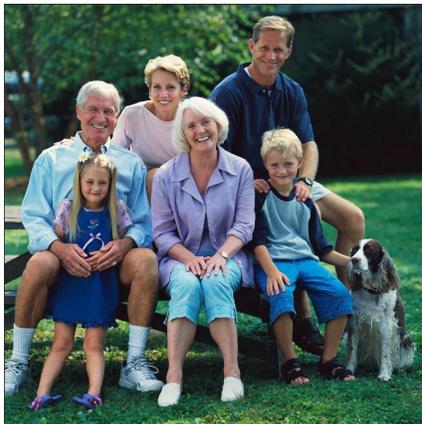
We hope that this newsletter will provide you with information about our programs and how they may be able to help you in your everyday life. Our newsletter will be distributed each spring and fall. We want to provide information that you feel is beneficial so please feel free to offer your suggestions or request a topic to be covered in our upcoming editions. Encourage friends and family to join our mailing list.

*You are receiving this email because you have signed up for this e-newsletter, you have previously attended one of our public education programs or you have used our Lawyer Referral & Information Service. We thank you for your continued interest and would appreciate any feedback you have about our e-newsletter. You may use our opt-out option at the bottom of the page if you do not wish to continue to receive our e-newsletter.*

## Knoxville Bar Association Community Law School Free Public Education

### Questions about the law? We've got answers.

For most people, today's law is a jumble of legal statutes and court rulings, and can lead to much frustration and many questions for anyone trying to understand it. Now, the Knoxville Bar Association is offering a series of **FREE** seminars on today's most important legal



## Public Resources Be Cautious When Using D-I-Y Forms

 [Forward to a Friend](#)

## The LRIS Speakers Bureau

Would you like to have an attorney speak to your business, group or organization? There are a wide variety of topics to choose from such as Estate Planning, Business Development, Domestic/Family Law, Creditor Rights, and Property Law.

This service is FREE and only requires 10 attendees in order to confirm a date. Call Tracy Stansberry at 865-862-8051 or email [tstansberry@knoxbar.org](mailto:tstansberry@knoxbar.org) to get a speaker scheduled.

### What Speakers Bureau attendees are saying:

I truly enjoyed the presentation! Most helpful with favorable information. Bravo!

The speaker really did a great job providing necessary information and answering all the questions that were asked.

## Download a flyer of the FREE Community Law School



Seminars on today's most important legal topics, presented in plain language by top legal experts. The Knoxville Bar Associations mission is to promote public understanding of the law through a free, comprehensive public education program.

## Saturday, March 31, 2012

Fellowship Church  
8000 Middlebrook Pike

### Wills & Estate Planning for Everyone

9:00 a.m. - 11:00 a.m.

Experienced local attorneys will provide information regarding planning for incapacity and death, which can happen to anyone at any age. Be Prepared! Learn about the documents EVERYONE should have in place. Learn what happens if no documents are in place. Did you know that if you don't have a will, the State will ultimately decide how your property is divided? Many more Tennesseans haven't even planned ahead with any living will or an advance directive. Organizing your affairs now can greatly assist your loved ones if you become incapacitated or at your death. Start today by attending this program!

### Consumer Rights & Responsibilities: Protect Yourself and Your Assets

11:30 a.m. - 1:30 p.m.

Each day the Knoxville News-Sentinel tells the story about the rough economic times, with multiple pages of foreclosures. Unemployment is at an all-time high and bills are starting to pile up. What should you do to protect your family and try and prevent foreclosure or bankruptcy?

Understand your rights if you are trying to pay off a debt and what to do if you are sued by a creditor. As a consumer, make sure you understand the conditions of a loan contract, debts associated with medical expenses and credit card agreement. Consider the legal and financial implications of your contract decisions and learn how to protect yourself. This course will teach you how to protect yourself against Identity Theft and the steps to minimize the damages if you become a victim.

Program Partner: Tennova Healthcare

THREE TO KNOW AT KEY AREA OF THE LAW.

**Saturday, March 31, 2012**  
Fellowship Church - 8000 Middlebrook Pike  
(See [www.knoxbar.org](http://www.knoxbar.org) for registration form and directions)  
Everyone is welcome to attend and FREE parking is available.  
Registration is encouraged, but not required. Double handouts will be distributed.

**Questions about the law? We've got answers.**

**9:00 AM - 11:00 AM**  
**Wills & Estate Planning for Everyone**  
Experienced local attorneys will provide information regarding planning for incapacity and death, which can happen to anyone at any age. Be Prepared! Learn about the documents EVERYONE should have in place. Learn what happens if no documents are in place. Did you know that if you don't have a will, the State will ultimately decide how your property is divided? Many more Tennesseans haven't even planned ahead with any living will or an advance directive. Organizing your affairs now can greatly assist your loved ones if you become incapacitated or at your death. Start today by attending this program!

**11:30 AM - 1:30 PM**  
**Consumer Rights & Responsibilities: Protect Yourself and Your Assets**  
Each day the Knoxville News-Sentinel tells the story about the rough economic times, with multiple pages of foreclosures. Unemployment is at an all-time high and bills are starting to pile up. What should you do to protect your family and try and prevent foreclosure or bankruptcy? Understand your rights if you are trying to pay off a debt and what to do if you are sued by a creditor. As a consumer, make sure you understand the conditions of a loan contract, debts associated with medical expenses and credit card agreement. Consider the legal and financial implications of your contract decisions and learn how to protect yourself. This course will teach you how to protect yourself against identity theft and the steps to minimize the damages if you become a victim.

**Program Partner:**  
Tennova Healthcare  
KBA  
Knoxville Bar Association

Register by calling the Knoxville News-Sentinel at (615) 522-6822 or regular office at [www.knoxnews.com](http://www.knoxnews.com).  
If you are interested in a free 30-day subscription to *the Knoxville News-Sentinel*, please contact the Mail Carrier Delivery Service at (615) 522-7522 or request a referral card at [www.knoxnews.com](http://www.knoxnews.com).

## March 31

### Tort Reform in Tennessee

On May 20, 2011, the Tennessee legislature passed sweeping tort reform legislation that includes caps on jury awards for non economic and punitive damages in lawsuits. The Act, referred to as the "Tennessee Civil Justice Act of 2011," took effect on October 1, 2011.

Review the entire bill. Select bill no. 2008



### What LRIS Clients are Saying:

"I thank you so much for the lawyer referral service and for introducing me to this attorney. I was very pleased with the outcome. and it

**Pre-registration is not required but appreciated.**

Register by calling the Knoxville Bar Association at (865) 522-6522 or online at [www.knoxbar.org](http://www.knoxbar.org).

## Knoxville Bar Association Lawyer Referral & Information Service

Life can take you in a lot of directions, but you are not out there on your own. When you need legal help, the Knoxville



Bar Association Lawyer Referral & Information Service can help you find the right attorney.

The Lawyer Referral & Information Service (LRIS) features a wide selection of prescreened attorneys with an average of 20 years of experience. LRIS accepts only attorneys who are members in good standing with both the Knoxville Bar Association and the Board of Professional Responsibility of Tennessee.

The referral and the consultation time with the attorney are free. If additional services are needed beyond the initial consultation, you would be expected to pay the attorney his or her normal fees for services.

When you call Lawyer Referral you will speak to a member of our trained and friendly staff who can provide you with personalized service. If your question does not require legal help, our staff may direct you to a government or social service agency.

Call today at 522-7501 or visit our website at [www.knoxbar.org](http://www.knoxbar.org) to schedule a FREE and confidential attorney consultation.

renewed my faith in attorneys."  
- LRIS Client-2011

"The attorney was pleasant, professional and sincere. I hired him. I am very appreciative of the service."  
- LRIS Client 2011

"The attorney was wonderful on the phone, very patient. I was very impressed."  
- LRIS Client 2011

"Both attorneys gave me different and good advice. They helped me to see both sides of the issue. Thank you for your help."  
- LRIS Client 2011



OnlineTNJustice.org is a joint project of the Tennessee Alliance for Legal Services and the Tennessee Bar Association. The program is based on the walk-in clinic or dial-a-lawyer model where clients request brief advice and counsel about a specific civil legal issue from a volunteer lawyer. Lawyers provide information and basic legal advice without any expectations of long-term representation. There are eligibility for use requirements so that use of the service is limited to the following:

The user must have a household income less than 250% of the federal poverty level;

The user may not have liquid assets exceeding \$5,000 in value (this includes checking and savings account balances, as well as the value of any stocks or bonds);

The user may not be incarcerated.

## What Employers Can Learn From Penn State

By: Chad Hatmaker, Woolf McClane



The allegations of child sex abuse against former Penn State

University Assistant Football Coach Jerry Sandusky are sickening and shocking. But the failure of Penn State to take appropriate action when complaints against Sandusky were made is also shocking. Sadly, Penn State's conduct is a textbook example of what an employer should not do when it receives a complaint about one of its employees. Here are five lessons that can be learned from the Penn State tragedy.

**Take all complaints seriously and investigate them promptly and thoroughly.** Every complaint must be investigated. The investigation should begin as soon as possible and be conducted by someone trained in human resources who has authority to take or recommend appropriate action. The investigation should be thorough and include interviews with all witnesses and a review of relevant documents.

**Take prompt, effective corrective action.** Based on the results of the investigation the employer must take prompt action that it reasonably believes will correct the problem and prevent it from reoccurring. Depending on the nature of the offense and the findings of the investigation this could range from a written warning to the termination of employment.

**Make sure you enforce the corrective action taken.** If you have taken any action other than terminating the employee then you must follow up to make sure the action is being enforced and the problem has not reoccurred. If you have imposed a written warning and informed the employee that his or her conduct must stop, you must make sure it has stopped.

**The rules apply to everyone.** You must make

The user may not be incarcerated;

The user may not request assistance with criminal law matters;

The user must be a resident of Tennessee.

The online system screens potential clients for eligibility and, if qualified, allows them to post a legal question to a private messaging system. The questions are answered by private attorneys volunteering their time. Clients will have the ability to check the system for answers at any time. Only the name of the client is shared with the volunteer attorney. All other information is anonymous to ensure privacy. The lawyer's name is not shared with the client.

[Read More...](#)



Knoxville Bar Association  
Lawyer Referral &  
Information Service  
505 Main Street, Suite 50  
Knoxville, Tennessee 37902  
tstansberry@knoxbar.org  
(865) 522-7501

sure that your rules and policies are applied to and enforced with everyone, regardless of how powerful or important they are to the company. If the owner of the company has been accused of sexual harassment, the complaint must be investigated and if the investigation validates the complaint, effective corrective action must be taken. The objective is always to do what is in the best interest of the company, not an individual.

**If criminal activity is involved report it to law enforcement.** If your investigation proves that the employee has engaged in criminal activity, notify the appropriate law enforcement agencies. As we saw at Penn State, the failure to do so can result in harm to persons outside of the employer's organization.

If employers will follow these steps they can correct problems in their workplace, show their employees that they are responsive to their needs and concerns and reduce their risk of civil liability. In some cases, they may be able to protect those outside of the organization from harm.

*Chad Hatmaker focuses his practice on employment law and commercial litigation and he is a Member of Woolf McClane.*

## **Public Resources Available on [www.knoxbar.org](http://www.knoxbar.org).**

Want general information about a particular area of law? Need a lawyer? Considering hiring a mediator? Take the time to review all of the resources available on the Knoxville Bar Association website. You will find an easy-to-use attorney referral form and a detailed list of mediator profiles. There is a legal resource guide and handbooks on a variety of different topics to help you understand the law.

[Knoxville Legal Resources Guide](#)

[Identity Theft](#)

[Domestic Violence Handbook](#)

[Intermediary Organizations](#)

[Prepaid Legal Plans](#)

[When You Turn 18](#)

LawLine OnLine is a series of messages which aid in understanding common legal problems, recognizing potential legal problems and understanding how the justice system works. Information on where to go if further help will be needed is also provided. The messages are written in a straightforward, easy-to-understand manner using everyday language. Although it is not intended to replace the advice of an attorney or to provide specific legal advice, the service provides general information on over 70 topics.

## Be Cautious When Using D-I-Y Legal Forms

Don't use any form until you understand it. People sign contracts every day after giving them a halfhearted glance. But your signature on the bottom of a contract indicates that you understand and agree to what you've read. You wouldn't buy a car unless you knew it had all its parts, but people sign legal documents all the time without knowing their rights and whether the documents contain the necessary wording. It doesn't make sense.

Document preparation services and legal software programs are not able to give you legal advice regarding your particular situation, nor are they licensed to do so. A Tennessee attorney has received years of legal training and can give you advice which is tailored to your specific needs.

Visit us at [www.knoxbar.org](http://www.knoxbar.org).



[Forward email](#)

This email was forwarded to [thatoday@tkbar.org](mailto:thatoday@tkbar.org) by [TBA Today](#)

Email Marketing by

