



Federation of State Physician Health Programs

FSPHP Insights

August 29, 2025



FSPHP Releases Video: Trusted Help for Healthcare Professionals

FSPHP Video: Trusted Help for Healthcare Professionals




We're thrilled to unveil our new video, *Trusted Help for Healthcare Professionals*, highlighting the critical role of Physician Health Programs (PHPs) and how they support the health and well-being of healthcare professionals. This powerful video features inspiring stories from PHP program graduates and heartfelt reflections from the Federation of State Physician Health Program leaders across the country. Together, they share how PHPs provide hope, healing, and a path forward, providing reassurance of safe practice and promoting workforce sustainability.

We encourage you to **watch** and **share** this video widely to help shine a light on the vital, compassionate work PHPs do every day.

Keep an Eye Out!

FSPHP will soon be sending a **Media Kit** to all State Program Members. This kit is designed to support your outreach efforts and help promote the vital work of physician and healthcare professional health programs.

 Watch & Share to help break the stigma.

 <https://youtu.be/IFhPPvI2hxA>



The hotel block for the **FSPHP 2026 Education Conference & Annual Member Meeting** is now open!

Hilton Baltimore Inner Harbor
401 West Pratt Street, Baltimore, MD 21201

We've secured a special group rate of **\$259/night**, available until **April 7, 2026**, or until the block sells out.

👉 [CLICK HERE](#) to reserve your room in the group block



Call for Presentations Open!

The **FSPHP 2026 Education Conference & Annual Membership Meeting - *Navigating Change: Challenges, Solutions, and Success***, is now accepting presentation proposals!

Due Dates

Oral Presentations: October 6, 2025

Poster Presentations: December 19, 2025

 [Learn more & submit your proposal](#)



Agendas Now Available: Fall Regional Member Meeting

The FSPHP Fall Regional Member Meetings are just around the corner! These gatherings offer a unique opportunity for State Physician Health Program members to connect, share insights, and collaborate on advancing best practices in healthcare professional well-being.

Check your region's agenda and make plans to join the conversation that helps shape the future of physician health.

FSPHP 2025 Regional Member Meetings
Northeast Region - Thursday, October 9, 2025
Southeast Region - Tuesday, October 14, 2025
Western Region - Tuesday, October 21, 2025
Central Region - Friday, November 14, 2025

[Learn more and register.](#)

Regional Member Meetings are an FSPHP Member benefit. Log-in required to register.



Support Physician Health—Sponsor Our Fall Regional Member Meetings!

Join us in advancing physician health and wellness by sponsoring our **Fall Virtual Regional Member Meetings**. Your support helps strengthen **physician and professional health programs**, ultimately enhancing the well-being of medical professionals and improving patient care.

Sponsorship is \$1,000 per meeting and includes:

- ✓ **Logo recognition** on the agenda and meeting materials
- ✓ **Attendance for two representatives** during designated meeting segments
- ✓ **A brief opportunity to address attendees**

[CLICK HERE](#) for more information and to become a Regional Member Meeting Sponsor.



You Can Still Sponsor the *Fall Issue of Physician Health News*

Sponsorship Reservations due: September 5th

Artwork due: September 26th

The Fall 2025 issue of *Physician Health News* presents a unique opportunity to connect with a highly engaged and expanding audience of professionals dedicated to physician health and well-being.

The Fall 2025 edition is especially anticipated, as it will include highlights and session summaries from the FSPHP 2025 Annual Education Conference, held this past April in Seattle.

The issue will be emailed to the entire FSPHP community of over 2,000 individuals, including all state programs and state licensing boards, and available on the FSPHP website.

[Learn more about the benefits and sponsorship options.](#)



Dr. Lawrence Yang

Finding the Light: A Journey of Healing and Leadership

In the second part of his powerful series, Dr. Lawrence Yang shares how the **Physician Health Program** became a turning point in his journey toward healing and renewal. After years of silent struggle, he found strength in peer support, counseling, and holistic wellness practices.

Dr. Yang's story highlights the importance of setting boundaries, embracing vulnerability, and investing in emotional and spiritual growth. His experience reminds us that recovery is not only possible—it's transformative.

[Read the full article](#)

DOJ Affirms Lawyers' Assistance and Health Professional Programs are Effective, Promote Safety, and are ADA Compliant

DOJ Findings

In **December 2024**, the Department of Justice (DOJ) issued a **Letter of Findings**, alleging that the Tennessee Lawyers Assistance Program (TLAP) and the Tennessee Board of Law Examiners (TBLE) **violated the ADA**, based on claims of discriminatory treatment of two bar applicants with histories of substance use/mental health treatment. However, following Tennessee's comprehensive response and demonstration of ADA compliance, the DOJ **formally closed the matter on August 22, 2025**, affirming that these programs operate within ADA law and may consider conduct—even if linked to health conditions—so long as actions are grounded in actual functional risk, not disability alone. ([Tennessee State Government](#), [TLAP](#), [Tennessee Star](#))

Background & Context

TLAP and TBLE serve crucial roles in supporting the health and welfare of legal professionals. These programs respond to referrals involving concerns of conduct that may stem from health conditions, ensuring public safety and professional integrity. The ADA does not extend protection to unsafe practice. The DOJ's closure of the investigation reinforces that these organizations maintain a balanced approach: supporting professionals while protecting the public. ([TLAP](#), [Tennessee State Government](#))

Ensuring Safe Practice Under Disability Law

No diagnosis, standing alone – whether that diagnosis is psychiatric, medical, or substance-related – should be the sole basis for restriction. That philosophy is written largely in the guidelines that FSPHP published in 2019. However, an active or reasonably foreseeable impairment that poses risks to patients or to the public is – and must be – a basis for practice restriction. The courts have consistently affirmed that patient safety takes precedence. PHP programs in compliance with FSPHP guidelines, like all responsible public health frameworks, aim to balance the rights of the participants with the duty to protect the public. The ability to differentiate illness from impairment is central to the PHP model and is one of its greatest strengths. This approach aligns with federal disability law, including the Americans with Disabilities Act (ADA), which protects individuals from discrimination but allows for safety-based restrictions when functional impairment exists or would be likely without appropriate treatment and structured monitoring.

Supporting Legal Insight

Legal scholar Laura Rothstein reinforces this principle in her *JAMA* viewpoint, affirming that while disabilities alone should not restrict professional practice, **impairments that pose safety risks warrant intervention** under the ADA. ([PubMed](#), [UofL](#))

Conclusion

The DOJ’s findings clarify that professional wellness and oversight programs—like TLAP and TBLE—are not only lawful but essential to maintaining safe practice under disability law. They do not discriminate based on disability but judiciously respond to conduct and illnesses that pose a reasonably foreseeable risk to public safety. This balanced, evidence-based approach aligns with both ADA protections and the professional integrity of legal and health-care practice.

COMING UP!

Program Planning Committee
Wednesday, September 3 at 3pm Eastern

Board of Directors Meeting
Tuesday, September 9 - Wednesday, September 10
Waltham, MA

Medical Student & Resident Committee
Monday, September 15 at 2pm Eastern

REGISTER NOW! Regional Member Meetings
Northeast Region - Thursday, October 9
Southeast Region - Tuesday, October 14
Western Region - Tuesday, October 21
Central Region - Friday, November 14

September 2025						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3 ● Program Planning Committee	4	5	6
7	8	9 ● Board of Director Retreat	10 ● Board of Director Retreat	11	12	13
14	15 ● Medical Student & Resident Comm...	16	17	18	19 ● Task Force to Support Safe...	20
21	22	23 ● Public Policy Committee Meeting	24 ● Funding Development Committee Meeting	25 ● Accreditation and Review Council...	26	27

READ PAST ISSUES OF INSIGHTS!

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