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Attorney Spotlight

Tony R. Bertolino is the Managing Partner with Bertolino LLP. Renowned throughout Texas for his results-oriented approach, he handles a wide range of legal needs for clients.

Most of Mr. Bertolino's work is devoted to issues requiring litigation. In addition to his admission into the Texas Bar and the New York Bar, he is licensed to practice in 10 federal courtrooms, including the 5th Circuit U.S. Court of Appeals and the U.S. Supreme Court. **Read more**



Tony R. Bertolino
Managing Partner

Mental Health Implications of a Disciplinary Complaint

A disciplinary complaint can threaten your professional reputation and your livelihood. Now, emerging research shows that professional discipline also threatens your mental health.

It should come as no surprise that a disciplinary complaint is stressful. As busy licensed professionals ourselves, the [attorneys of Bertolino LLP](#) understand that you have spent years of your life learning, training, and specializing in your field. A disciplinary complaint places these years of hard work in jeopardy. Further, licensed professionals in [medicine](#), [nursing](#), [law](#), [real estate](#), and elsewhere already suffer from shockingly high rates of stress and burnout. Adding the stress of disciplinary complaint can create even more anxiety.

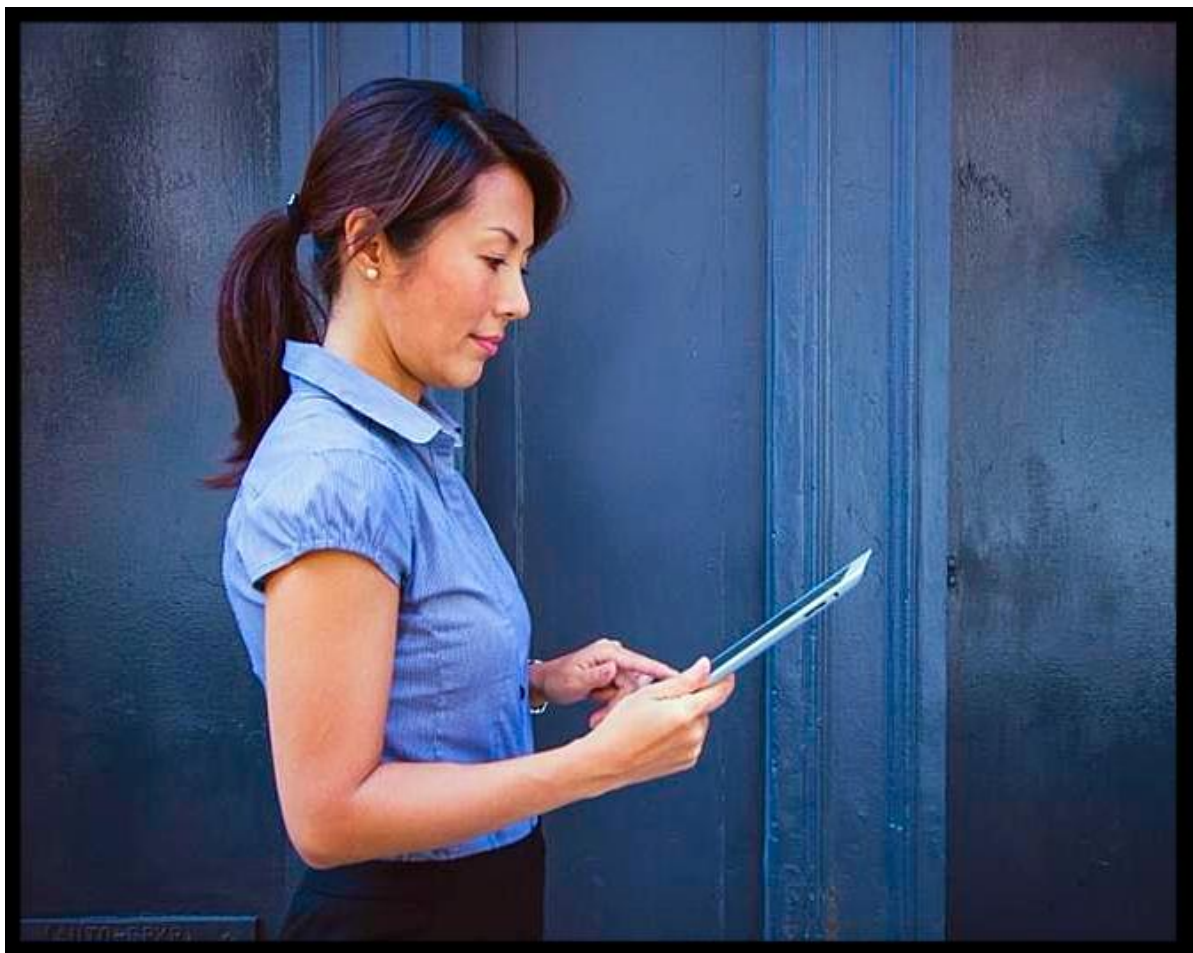
A recent [survey of doctors](#) practicing in the UK found that a disciplinary complaint places the professional at twice the risk of developing moderate to severe depression. Predictably, physician anxiety and depression increased as the severity of the complaint increased. But perhaps the most surprising finding is that 27% of all physicians took over a month off work to respond to disciplinary complaints and nearly two out of every five physicians felt bullied by the disciplinary system. For physicians practicing in Texas, these rates might be even higher, as burnout and anxiety are more prevalent, even before a board action.



Professional license complaints are more common than malpractice suits and potentially far [more damaging](#). In medicine in particular, some have likened potentially long, stressful resolution process as a punishment in and of itself. Because professional license complaints are uniquely stressful, some states have taken the extraordinary step of creating mental health support networks for professionals as their disciplinary cases work toward resolution. Texas, however, does not have any such system.

The stress of a disciplinary complaint is complicated. After receiving a complaint letter, many professionals feel tempted to confide in their friends and colleagues. Not realizing that these conversations are not confidential and may come back to haunt them later, licensees can inadvertently damage their own defense. Others may feel denial and delay responding to a complaint or ignore it altogether because of the sheer anxiety involved in professional discipline.

It is for this reason that hiring an attorney at the outset of a disciplinary complaint can be the best thing to protect your license and your mental health. At Bertolino LLP, we believe that you are a professional and deserve to have any complaint against you resolved professionally, free from the bullying, stress, and coercion reported by so many professionals. Having an attorney who is experienced and knowledgeable by your side, fighting for your rights, can help relieve the stress and uncertainty that can accompany an investigation. The Bertolino Law Firm has a well-deserved reputation for helping [licensed professionals of every credential](#) navigate the maze that is professional discipline by providing high quality representation, tailored to your professional needs.



The Bertolino Law Firm focuses on helping licensed professionals in Dallas, Austin, Houston, San Antonio, and all other major cities throughout the State of Texas. If you have been the subject of a licensing complaint, you need an attorney who knows how to defend and protect your license to practice. If you have questions or need to speak with an attorney about professional license defense, please call 800-210-0126 or click [here](#) to contact us. You can also find [free resources](#) on our website.

"Our law firm helps professionals, like you, keep their licenses when those licenses are under attack by a state agency or board."

-Tony R. Bertolino, Managing Partner

Answers to Your Professional Licensing Questions



Q: I have received a complaint letter informing me that I'm being investigated by a Texas state licensing or regulatory Board. What exactly does that mean?

A: A complaint or letter of investigation is a very serious matter. Your license, and correspondingly your livelihood, may be a risk. The Board may place your license on probation or revoke it entirely. State regulatory and licensing boards such as the Texas Medical Board, Texas Board of Nursing, Texas Real Estate Commission, Texas State Board of Pharmacy and the like may have the ability to conduct investigations into your life and business. In Texas, state boards are in charge of a wide variety of professions and occupations such as real estate agency, insurance agency, plumbing, and architecture. **Learn more here**