SHULMAN ROGERS

Corporate Investigations, Governance and Risk Management

Investigate Thoroughly to Protect Your Company Now and Later

Employee complaints are often the cost of doing business. Workplace interactions are not perfect and mistakes and misunderstandings will happen.

Minor concerns can always be addressed, but any complaint of significance should be promptly and thoroughly investigated. Why?

- Early investigation and prompt response can go a long way towards preventing a problem from becoming a tragedy.
- Employees — even problem employees — often just want to be heard.
- Employees who are not involved in the investigation may hear that a complaint was made and that Human Resources took prompt, thorough action. That gives people peace of mind and faith that you take these issues seriously, even if the investigation does not result in visible changes.
- If there is a problem, a good investigation can give you confidence that you are responding appropriately.
- If an employee sues, in certain situations, a good investigation can also serve as a significant aspect of the company's defense.

How We Help

If you receive a complaint regarding:

- Discrimination (gender, race, disability, religion, age, etc.)
- Harassment (sexual and nonsexual)
- Bullying
- Theft or other ethical impropriety
- FMLA and medical-related leave issues
- Reprisals against whistleblowers
- Or any other workplace concern

We can:

- Conduct a thorough investigation, or
- Guide your internal HR team to assist them as they conduct the investigation. Our conversations with HR might be protected by the attorney/client privilege, or

- Help you find an external HR vendor to conduct the investigation, who can work with our guidance and support.

Once the investigation is complete, we draw from our years of experience to help you move forward.

Please **CONTACT US** for more information about our Employment Law Investigations.