

A General Counsel's Guide to Handling Workplace Complaints



**LYNCH
LAW FIRM®**

Contact Us:
(512) 900-2630



Employee complains to leaders regarding:
harassment, discrimination, or hostile work environment.

**Now
What?**

**Company
Takes No Action**

**External HR Team
Investigates**

**Internal HR Employee
Investigates without
Proper Training**

**You
Investigate without
Proper Training**

**Contact Lynch Law
for a Workplace Investigation**

RESULTS

Illegal.

- Employee can initiate EEO process
- Personal liability risk
- Company tried in court of public opinion

Illegal.

- Unlicensed investigation is a felony
- Distracted employees
- Bad witnesses
- New allegations from improper investigation
- Company tried in court of public opinion

Risk & Liability.

- Distracted employees
- Bad witnesses
- New allegations from improper investigation
- Litigation team still needed
- Company tried in court of public opinion

Counterproductive.

- You are a potential witness
- Distracted employees
- New allegations from improper investigation
- Company tried in court of public opinion

35+ years of experience

Trained in:

- sensitive investigations
- investigative use in litigation
- efficient practices
- culture-building-techniques

How We Make You Look Good

- Protect company liability by focusing on avoiding litigation
- Keep your work running smoothly while we investigate
- Are the perfect witness IF it goes to trial
- Help you create a better outcome by uncovering the root cause of the issue – so you can prevent future incidents
- Are mindful of company costs
- Offer a multidisciplinary team of workplace psychology, employment, HR, & litigation counsel scaffolding your process & outcomes
- Have the highest ROI in terms of root cause analysis, preparation for negotiation & litigation, & workplace preservation

**What Possible New Allegations Can Result from an Improper Investigation?
Intimidation, retaliation, wrong standard of proof, false imprisonment, & destruction of culture.**

COSTS

Federal personal liability damages:
\$50k - \$300k

Litigation team to argue about this:
\$45k

Company liability:
\$75k - \$150mil+

**TOTAL:
\$95k - \$150mil+**

Inadmissible / Unusable HR Work:
\$15k

Federal personal liability damages:
\$50k - \$300k

Litigation team to argue about this:
\$45k

**TOTAL:
\$110k - \$360k**

Earn AWI Credentials:
\$50k - \$300k

Still must hire litigation team:
\$45k

Internal HR time:
\$4k (2wks)

**TOTAL:
\$59k**

Still must hire litigation team:
\$45k

Company liability:
\$75k - \$150mil+

**TOTAL:
\$120k - \$150mil+**

COSTS:

~\$2,000 per participant from interview to report

STATE AVERAGE:
\$20,000