

How to Litigate a Workplace Complaint

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

*Now
What?*

Litigation/General Counsel, Owner, or HR (*who aren't conflicted out*) hire a Workplace Investigator



The workplace investigator has the experience and training to conduct a quality investigation.



This provides you with the highest ROI in terms of root cause analysis, preparation for negotiations and litigation, workforce preservation.

How NOT to Litigate a Workplace Complaint

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

*Now
What?*

Company takes no action

ILLEGAL.

- Personal liability risk
- Federal damages \$50K+

External HR team investigates

ILLEGAL.

- Unlicensed actor investigation is a felony

Internal HR team investigates

RISK & LIABILITY.

- Distracted employees
- Bad witnesses
- New allegations

Gen. Counsel investigates w/o training

COUNTERPRODUCTIVE.

- GC disqualified as witness
- Distracted employees
- New allegations



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