

Internal Investigations

In recent years, the #MeToo and Black Lives Matter movements — together with expanding statutory definitions of protected class categories — have inspired employees to become more vocal about their experiences in the workplace, leading to an uptick in reported allegations of workplace discrimination and harassment that require investigation. Our Internal Investigations practice maintains close relationships with employers in a wide range of people-centric businesses, and we are regularly called upon to conduct timely, efficient and comprehensive investigations of such claims. Our attorneys have extensive experience investigating harassment, discrimination, retaliation and whistleblower claims for our clients and as independent fact finders.

Our Investigation Approach

Our group examines the allegation from all legal and business angles to determine whether alleged conduct violated company policies and/or the law. We interview the appropriate scope of employees, management, and, where applicable, third parties that are most likely to have relevant information. We partner with experts in forensics and crisis public relations to collect and analyze external communications. We make customized recommendations based on our findings — in an effort to achieve appropriate resolutions without escalation to legal action.

Focus on Morale

Regardless of the origins or outcomes of these investigations, we remain mindful of the need to maintain and enhance employee morale and harmony in the workplace. Our clients are well aware of the consequences — financial and reputational — of public disclosure of allegations of wrongdoing, and they trust us to proceed with sensitivity and discretion at every stage.

Representative Matters

- Handled the internal investigation of hostile work environment and retaliation complaints lodged by senior employees at a premier advertising agency.
- Conducted an internal investigation for a nationwide technology client involving highly sensitive allegations of racism.
- Conducted an internal investigation for nationwide client involving highly sensitive allegations of racist/sexist conduct by senior executives.
- Conducted an internal investigation for a leading entertainment company involving sensitive sexual harassment claims.
- Represented a company in an investigation of same-sex harassment claim resulting in the termination of a senior executive. Partnered closely with third-party crisis public relations experts to mitigate fallout both internally and externally.
- Negotiated settlement of high-profile separation of Executive Director of prestigious school following extensive internal investigation, accomplishing swift resolution without detrimental impact to school's reputation.