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Investigations. In most  
nonworkplace

situations, you know  
when you might have a  
criminal law problem.

Rob a store or get  
pulled over while  
driving drunk, and you

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know you'll be in trouble with the law. However, in white-collar investigations—ones that often start in the workplace—it can be difficult to tell when you have violated some obscure regulation.

**Surviving Workplace Investigations - The Spiggle Law Firm**

Surviving a Workplace Investigation: An

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Guide - Kindle edition

by Cilinnie Ngo-Pondi.

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Tips Surviving a  
workplace investigation

- | WISE Workplace 1.  
Don't keep staff in the  
dark Be open to staff.  
They do not need to  
know the details but it  
does help if they  
know... 2. Choose a  
skilled and sensitive  
investigator The  
investigator should be  
empathetic and inform  
you or their project... 3.

...



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## **Tips Surviving a workplace investigation | WISE Workplace**

Surviving a workplace investigation By CareerOne | September 29, 2009 Taking note of strange incidents or unusual behaviour in the workplace could save a lot of trauma for employers and staff further down the track.

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**workplace  
investigation - An  
CareerOne Career  
Advice**  
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Checklist for Workplace Investigations that Survive Litigation Scrutiny. Human Resource and Labor Relations professionals (HR/LR) normally take the lead on workplace investigations of employee misconduct. Given that, they may also bear the blame for investigations that

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result in adverse employment actions that do not withstand litigation scrutiny. If a current or former employee challenges an adverse employment action via an EEOC or NLRB charge, a DOL complaint, a CBA grievance, or court ...

**Checklist for  
Workplace  
Investigations that  
Survive ...**

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Advice, Surviving

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Investigations

Employers are known

to watch their

employees, especially

in industries where

employers fear worker

theft. Your employer

may use security

cameras, track your

company-issued

smartphone, or

monitor your e-mails,

Internet searches, or

use of company

computers.

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Surveillance by  
employers can be...

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**Investigations - The**

**Spiggle Law Firm**

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Investigation gives you

the best possible

chance of defending

yourself successfully in

disciplinary action. It

does not just

regurgitate generic

information about

internal investigation,  
but supplies you with

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directions on law and processes that you can apply to your own situation.

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Employee Privacy and Confidentiality Should be Maintained. While conducting a workplace investigation, you must balance the need to be thorough with the need

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to keep the

investigation as

nonintrusive and

respectful of your

employees' privacy as

is appropriate for the

situation.

**Workplace**

**Investigation - How**

**to Guide for 2019**

Conducting workplace

investigations is one of

the most challenging

duties that HR

professionals must

take on. Workforce

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demographics are shifting. New laws are

constantly popping up.

## **How to Conduct a Workplace Investigation**

follow any internal policy about conducting

conducting

investigations; choose

someone independent

to conduct the

investigation. This does

not mean someone

outside your workplace

has to do it, but if it is



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done by another employee, such as a manager, that person should not be involved in the situation and should not be biased.

## **I am being investigated at work - what are my rights**

...

A workplace investigation does not have to abide by the same strict rules of a police investigation, for example. But that

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more relaxed standard still leaves plenty of room for mistakes.

Investigation Don'ts.

Fortunately for employers, there is some guidance on what to do when a complaint is made.

Here is a short list:

## **Do's and Don'ts of Workplace Investigations - Employment ...**

A workplace should be well-equipped with in-

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house resources. In many cases, the offending employee doesn't know that their behavior has offended the victim. Issues like these are relatively simple to resolve. Approach the situation by clearing the lines of communication.

**The Complete Guide to a Hostile Work Environment in 2020**

Surviving workplace adversity: a qualitative

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study of nurses and midwives and their strategies to increase personal resilience. It is vital that resilience-enhancing initiatives, such as peer mentoring and tailored work options to increase autonomy, are implemented at earlier career phases.

**Surviving workplace adversity: a qualitative study of**

...

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Prompt investigation:  
Investigations should  
be conducted  
promptly, especially  
when serious  
allegations are raised.  
Not only could failing  
to promptly investigate  
lead to an inference  
that the employer is  
not taking the  
complaint seriously,  
ignoring an employee  
complaint or failing to  
take quick action could  
allow the situation to  
escalate.

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## **Workplace Investigations - Will Yours Survive Tribunal ...**

employers should immediately launch an investigation. It is crucial that ALL such complaints are investigated promptly, completely and objectively. Conducting prompt and thorough workplace investigations inspires the confidence and

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trust of good employees and may deter undesirable behavior from problem employees.

**Workplace Investigations:  
Internal Investigations and EEOC ...**

When an employee calls to allege serious misconduct by a co-worker, workplace investigations certainly follow. And for most

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employee-related events, the workplace investigation process would not be complete without an investigation interview. For workplace investigations, interviews are crucial to a fair outcome.

## **6 Best Practices: How To Conduct Fair HR Investigations**

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Mobbing: Seeking  
Support ... If your



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conflict involves discrimination or harassment, you may have to file an internal report or cooperate in an investigation. But be cautious ...

**Surviving Workplace Mobbing: Seeking Support | Psychology ...**

I am a manager who is responsible for multiple projects and works with people from different departments.

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A few months ago, I  
was accused of [...]

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