

Corporate Governance and Internal Investigations



New Jersey Investigations: Independent and Client-Directed

Our New Jersey offices have numerous attorneys experienced in conducting various types of investigations regarding workplace and educational institution issues.

An effective internal investigation must be thorough and comprehensive to ensure corporate decision makers are armed with the information they need to make appropriate decisions for the organization. Whether as a neutral third party investigator or strategic advisor, Jackson Lewis attorneys conduct investigations into the various issues impacting profit and non-profit workplaces or educational institution environments, including allegations regarding:

- Inappropriate behavior, including sexual harassment, various forms of discrimination, and retaliation.
- Bullying, threats of violence, or unprofessional conduct in the workplace and educational institutional environment.
- Whistleblower claims asserting alleged violations of law or public policy, wage and hour laws, workplace safety laws, immigration laws, and confidentiality obligations.
- Diversity and inclusion-related strengths and weaknesses, including legal and reputational vulnerabilities.
- Improper business practices, including Foreign Corrupt Practice Act (FCPA) violations and related anti-bribery matters, and issues arising under the Sarbanes-Oxley and Dodd-Frank Acts.
- Potential systemic discrimination in personnel selection practices, such as hiring (e.g. unintended bias, employment testing), promotions (e.g. glass ceiling), and terminations (e.g. RIF/restructuring).
- Sexual misconduct violations involving students.

Jackson Lewis attorneys conduct workplace investigations and provide strategic advice to management and decision makers. Dealing with employee issues is what our firm does and our attorneys have significant experience in addressing issues that require internal investigatory review.

In the event of a corporate crisis, we are available to conduct investigations as a neutral third party.

As a strategic advisor, we provide advice and counsel regarding internal investigation procedures, addressing investigative findings, and minimizing litigation risk.

As a strategic advisor, we always keep our eye on the end result—beyond the conclusion of the investigation—to minimize disruption on our clients' employees, customers, investors, and Board of Directors.

We work with our clients' public relations team to mitigate any reputational harm that could result from a high-profile matter.

Our Corporate Governance and Internal Investigations practice includes former Assistant U.S. Attorneys, Assistant New Jersey Prosecutors, in-house corporate counsel, and distinguished trial attorneys who offer a team approach to investigations and organizational compliance challenges.

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In the event of a corporate crisis, we are your outside investigator.

Jackson Lewis attorneys are regularly retained to conduct investigations as a neutral third party. We evaluate and assess both employer and employee conduct, and prepare an independent and comprehensive report of our findings so appropriate decision makers can be well informed of the underlying facts of a given matter.

We are your strategic advisor, auditing your policies and practices, and assisting with your internal investigations.

We provide our clients with strategic and practical advice when they choose to conduct investigations in-house with their own team, or with third parties. When serving as a business advisor to assist with an investigation, we work to address critical issues, such as:

- What is the purpose of the investigation and how will the results impact our client's business?
- Is the investigation the result of a public inquiry? If so, will that impact our strategy following the investigation?
- Is the situation under investigation best served by using an internal investigator or a neutral third party?
- To whom will the investigator report?
- What steps can be taken to address the attorney-client privilege and related investigation strategy issues?
- Will the executive team or Board of Directors review the results?

Our New Jersey Team



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