

# Investigations: Independent and Client-Directed

## We conduct investigations into all types of workplace issues.

An effective internal investigation must be thorough and comprehensive so corporate decision makers are armed with the information they need to make the best decisions for their organization. Whether as a neutral third party investigator or as strategic advisors, Jackson Lewis attorneys conduct investigations into every conceivable workplace issue, including:

- All types of inappropriate behavior, including alleged discrimination, harassment and retaliation.
- Bullying, threats of violence, or unprofessional conduct in the workplace.
- Whistleblower claims asserting alleged violations of 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 Act.
- 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 college athletes.

## 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, unbiased, and comprehensive report of our findings so management and the Board of Directors can make well-informed decisions on how to proceed.

## 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?
- Will there be an internal or a third party investigator?
- To whom will the investigator report?
- Are there attorney-client privilege issues?
- Will the executive team or Board of Directors review the results?
- Who will have access to the report?

Virtually all of Jackson Lewis' more than 850 attorneys conduct workplace investigations, both as independent investigators, and as strategic advisors. This isn't a niche practice for us—as it is for some law firms—it is a core service we provide on a daily basis.

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, the investigative outcome, and how to minimize 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, or Board of Directors.

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

**For more information, contact the Jackson Lewis attorney with whom you typically work, or email [Investigations@jacksonlewis.com](mailto:Investigations@jacksonlewis.com).**