



Collaborative Measures | Conflict Resolution

Alternative Dispute Resolution | Employment Compliance, Audits & Training | Workplace Investigations

## Conducting Investigations in the Era of COVID-19, Black Lives Matter and #MeToo

KS Branigan Law P.C. has developed a comprehensive interactive investigation training program, which is now also offered in a *virtual format*. The proper management of complaints and investigations is as important as ever in the current climate given the many evolving issues impacting workplaces. Recent times have led to an unprecedented vocalization of concerns and desire to tackle institutional bias. Organizations are also adapting to conducting investigations in the midst of a pandemic.

Trends and current landscape include:

- Conducting Remote Investigations & COVID-19 Challenges and Concerns
- Black Lives Matter Movement, Unconscious/Implicit Bias & Microaggressions
- Off-Duty Conduct (*i.e.*, Protests, Social Media) & Privacy/Constitutional Issues
- Broadened NLRB Confidentiality Rule & Ability to Discipline for Misconduct
- #MeToo Legal Implications including EEOC Update, Investigation Best Practices and Expanded Sexual Harassment Protections

Employees are educated on the mechanics of handling complaints from start to finish and addressing common issues that arise in workplace investigations. Key areas include:

- Planning the Investigation
- Selection of Investigation Tools and Preserving Evidence
- Conducting the Interviews
- Assessing Credibility
- Analyzing Evidence and Reaching a Conclusion
- Documenting the Investigation
- Communicating the Results and Monitoring/Follow Up



This dynamic training navigates the mechanics of handling complaints and conducting investigations through an evolving fact pattern. The attorney trainers address complex and challenging issues that arise in workplace investigations. The target audience for this program is legal, compliance, human resources, senior leaders, and managers/supervisors involved in the investigation process. Audience participation and interaction is encouraged throughout the training. The program runs approximately 3-4 hours.

KS Branigan Law P.C. also conducts independent workplace investigations on a broad array of employment complaints.

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