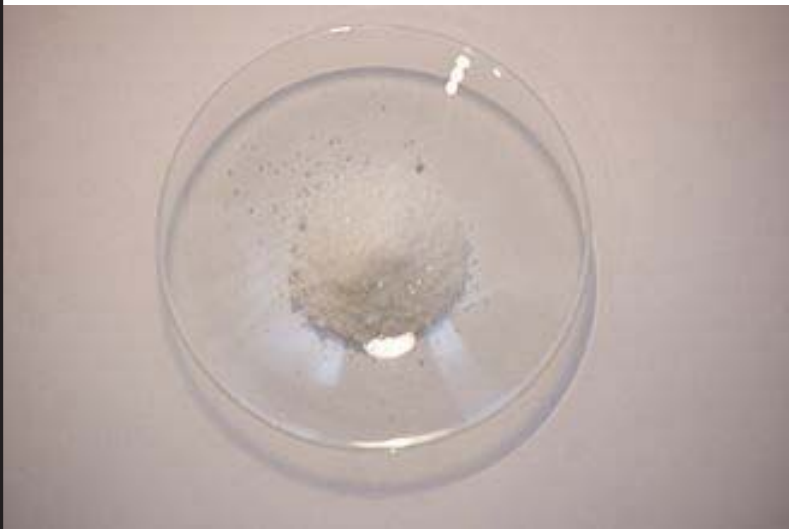


# MY EMPLOYEE DID WHAT?: IDENTIFYING AND MITIGATING EMPLOYMENT RISK

University of Texas Continuing Legal Education – Nonprofit Organizations Institute  
Austin, TX · 2018

## But first, a story...



Acetone Peroxide



## Overview

1. Prevention by the Pound
2. Crisis Checklist
3. Investigating Ethically
  - Ethical Considerations
  - Practical Considerations
  - Planning & Executing an Investigation

# Ben Franklin would be proud

No curative power is claimed  
for PHILIP MORRIS . . . but

**AN OUNCE OF  
PREVENTION**  
is Worth a Pound  
of Cure!

**PHILIP  
MORRIS**  
are scientifically  
proved far less  
irritating to the  
smoker's nose  
and throat.

**CALL FOR PHILIP MORRIS**  
FAR FINER FLAVOR - PLUS FAR MORE PROTECTION



**BOULETTE GOLDEN  
& MARIN L.L.C.**

## About that “ounce of prevention...”



1-10-100 Rule

Credit

<https://consultantshafi.wordpress.com/2011/08/24/200/>

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& MARIN L.L.C.**

# Preventing (Outrageous) Misconduct

## Best Practices

- Have good policies
- Train on your policies
- Enforce your policies
- Hire good people

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& MARIN L.L.P.**

## (Not?) Best Hiring Practices



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## Title search: My Employee Did What?: Identifying and Mitigating Employment Risk

Also available as part of the eCourse

[2018 Nonprofit Organizations eConference](#)

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"My Employee Did What?: Identifying and Mitigating Employment Risk"