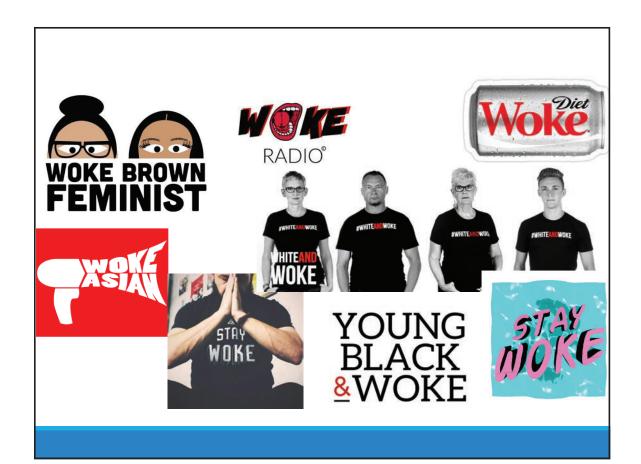


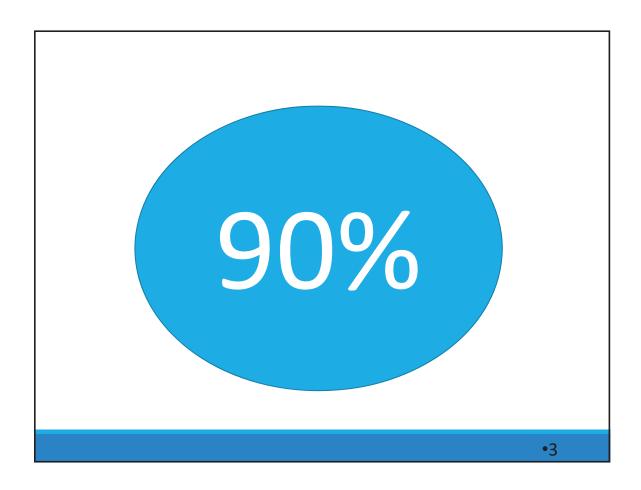
## Ethical Investigations in Today's



## Non-Profit Workplace

DeDe Church





90% of employees who eventually file suit initially report concerns internally

National Whistleblowers Center

## <u>Cases</u>



- 1.) Jury rejected claim of retaliation because investigation was well-documented. *Lyons v. Denton ISD*, No. 15-05355-158 (158<sup>th</sup> Judicial Dist. Court, Denton County, TX).
- 2) Chrysler Ops Mgr wins sexual harassment case. Investigation was not thorough or timely; plaintiff not interviewed; no written report; investigation took 5 months; and Chrysler took no temporary actions to address situation pending investigation. *Rice v. FCA USA LLC*, Calif. Ct. App., (Jan. 2018)
- 2018).
  3) 5<sup>th</sup> Circuit cautioned against allowing a person with a self-serving retaliatory motive to be in charge of an investigation. *Fisher v. Lufkin Industries, Inc.*, 847 F.3d 752 (5th Cir. 2017)

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## Anything BIG happen in workplace harassment lately?

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First appeared as part of the conference materials for the 36<sup>th</sup> Annual Nonprofit Organizations Institute session "Investigations in Today's Woke Workplace"