DeDe Church & Associates, LLC

Investigations in Today's

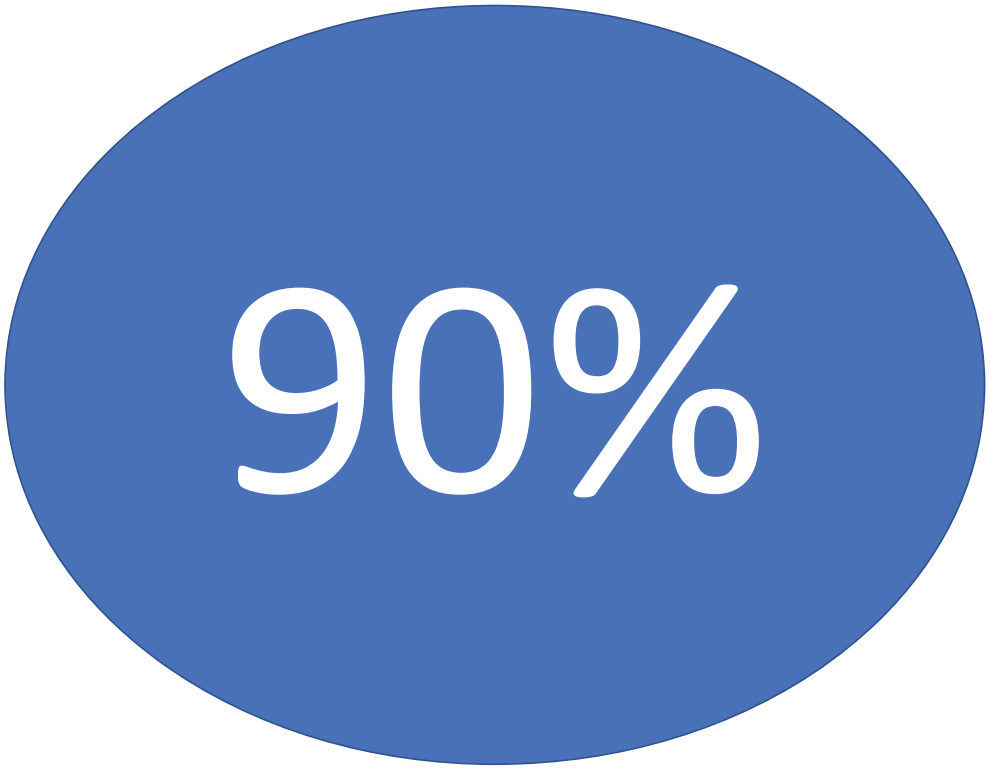
#WOKE

Workplace

by

DeDe Church





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

National Whistleblowers Center

Cases

1.) Jury rejected claim of retaliation because investigation was well-documented. *Lyons v. Denton ISD*, No. 15-05355-158 (158th Judicial Dist. Court, Denton County, TX).

2) Chrysler Ops Mgr wins sexual harassment case because 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., No. E064958 (Jan. 2018).

3) 5th 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)







#BalanceTonPorc
"out your pig"



Also available as part of the eCourse
Answer Bar: Handling Employee Investigations in Today's Workplace

First appeared as part of the conference materials for the
25th Annual Labor and Employment Law Conference session
"Investigations in Today's Woke Workplace"