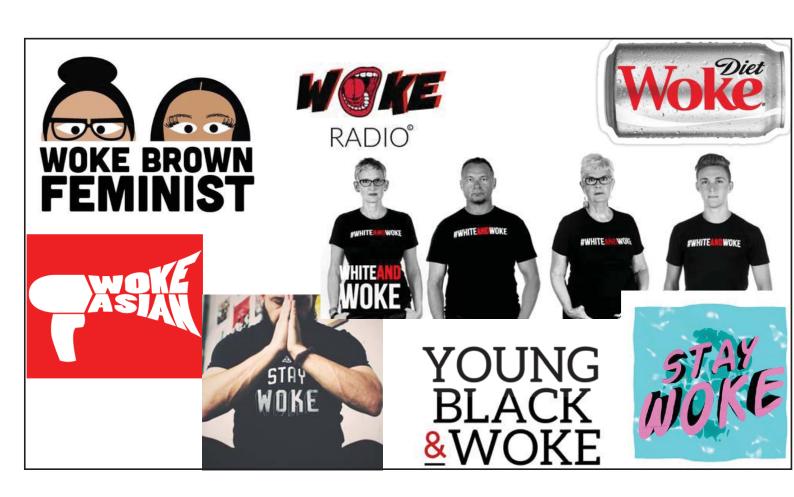


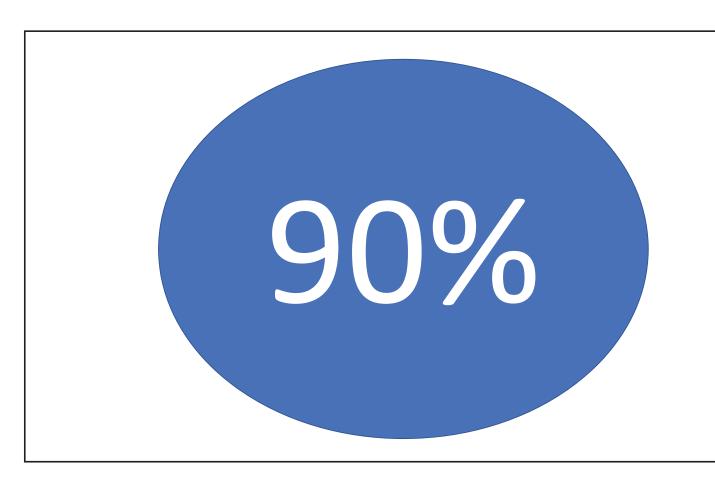
## Investigations in Today's



Workplace

DeDe Church





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

National Whistleblowers Center



- 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 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) 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)







#BalanceTonPorc "out your pig"



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

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