

Workplace Investigations: Objectives Matter

March 10, 2025

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This article was originally published in Practical Guidance by LexisNexis

This article offers essential guidance on internal workplace investigations. Whether and how to conduct an investigation is driven not only by the initial allegations and facts giving rise to the apparent need for an investigation but also, in large part, by the company's objectives. Such objectives include legal compliance, enforcing company policies, furthering company values, valuing employees, and fostering employee and stakeholder engagement. Jonathan Trafimow and Natalie Loeb explore this through three (hypothetical) examples that may warrant an internal investigation of some type.

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