

# INVESTIGATIONS + BUSINESS INTELLIGENCE

## WORKPLACE INVESTIGATIONS

Successful organizations can be negatively impacted by not appropriately investigating, training or addressing specific workplace matters. In today's environment, and with the ever-increasing expectations of workplace diligence, making sure you have access to impartial and experienced workplace investigators is crucial for any organization. If not addressed effectively, workplace problems can significantly impact organizations and individuals – financially and reputationally.

Our team of experienced investigators and consultants includes former senior level professionals and prosecutors from the Federal Bureau of Investigation, the CIA, the U.S. Department of Homeland Security and the U.S. Department of Justice. They have unparalleled experience in complex investigative matters including those in the workplace:

Hostile Work Environments

Abusive Conduct (employee + managerial)

Bias

Discrimination

Whistleblower Retaliation

Sexual Harassment

Workplace Violence

### **#Me Too/Sexual Harassment**

#### **Sexual Harassment and Discrimination**

A major concern in today's business environment is the ability to conduct effective investigations into the sensitive claims of sexual harassment and discrimination. We can work with internal resources to help prevent and correct unwanted behaviors in the workplace.

Sexual harassment is defined as a form of discrimination that violates Title VII of the Civil Rights Act of 1964. Two general forms of sexual harassment exist: unwanted sexual contact and hostile work environments.

- Unwanted contact is intentional physical touching by an employee to another employee for sexual arousal or gratification
- A hostile work environment is one where an employee may comment on another employee's appearance, make suggestive remarks, display sexually-suggestive photos in the workplace, use sexual language or make off-color jokes

**The best approach to prevent and correct such unwanted behaviors include:**

- The establishment and management of specific sexual harassment policies and training. This will help to protect employees and employers if a workplace investigation becomes necessary.
- Employers must take all reasonable steps to prevent harassment from occurring and to promptly correct any such behavior that has occurred.
- Effectively investigating harassment complaints and promptly intervening in the behavior are critical.

**If you need to investigate, we can help:**

- We conduct impartial, deep dive investigations considering both external and internal complexities.
- Our experienced team will learn and be respectful of the organizational culture, policies and procedures to better understand internal dynamics and the working environment.
- We work to gain the confidence and trust of those involved in these very sensitive situations.
- Our investigative experience provides us with the insights required to effectively conduct productive interviews.
- We provide an unbiased and external component to lend credibility and objectivity in often challenging investigations. We have access to experts in a number of fields which can sometimes be of assistance in certain sensitive areas of internal investigations.

**Our approach is focused and effective:**

- We listen
- We are respectful of both organizations and individuals
- We ask appropriate and relevant questions
- We don't make assumptions or have preconceived ideas
- We are honest with our results and recommendations

## WHY CHOOSE GUIDEPOST

We work to gain the **CONFIDENCE + TRUST** of those involved in these sensitive situations.

We conduct impartial, deep dive **INVESTIGATIONS** considering both external and internal complexities.

We conduct productive and insightful **INTERVIEWS** based on our extensive investigative experience.

We access **EXPERTS** to assist in certain sensitive areas of internal investigations.

As an **UNBIASED** and external component, we lend credibility and objectivity in challenging investigations.

Our **EXPERIENCED TEAM** is respectful of organizational culture and policies and procedures to better understand

internal dynamics and the working environment.